



**The Institute of
Chartered Accountants
of Pakistan**

**CA
PAKISTAN**

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Newsletter

Governance, Transparency and Service to Members and Students

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Seminar on Work Life Balance



It is important to look at issues beyond work, and not to overlook other aspects of life. Chartered accountants face very tough work schedules and deadlines and often forget about their family lives. Family life and spending time with spouse and family members is important. This was stated by Hafiz Mohammad Yousaf, president Institute of Chartered Accountants of Pakistan (ICAP) at a seminar cum workshop **Creating Work Life Balance** organised by ICAP Continuing Professional Development (CPD) Committee on October 21, 2015 at Lahore. He said that chartered accountants should come out of the routine mold and convert themselves into socio-friendly creatures. He added that a workplace is to be enjoyed and not despised, and that this attitude helps improve performance.

The session was conducted by Max Babri who is a professional trainer and motivational speaker. He emphasised the need to understand and believe in the fact that relationships in life are to be considered a priority and due attention is required to be given to each relationship, may it be your children, spouse, parents or friends. He further added that moral and ethical values cannot be inculcated in children unless parents demonstrate such ethical values. He ended the session by giving a motto to the participants: "Get a Life".



The session began with opening remarks by Asad Feroze, chairman CPD Committee Lahore who welcomed the chief guest, speakers and participants. The session was attended by chartered accountants in large numbers. The CAs appreciated this theme. Past presidents of ICAP, Shaukat Amin Shah, Imran Afzal and Rashid Rahman Mir attended this session and presented a memento to president ICAP Hafiz Mohammad Yousaf. Members appreciated this theme and called for holding more sessions on such topics.

Workshop on Auditing Standards

The importance of International Standards of Auditing (ISA) has enhanced in recent times. The Continuing Professional Development (CPD) Committee Lahore of Northern Regional Committee (NRC) held a workshop on

September 12, 2015 to cover important International Standards of Auditing including ISA 560; Subsequent Events, ISA 570; Going Concern, ISA 700; Forming an Opinion and Reporting on Financial Statements, ISA 705 and Modifications to the Opinion in the Independent Auditor's Report, ISA 706; Emphasis of Matter Paragraph and Other Matter Paragraphs in the Independent Auditor's Report.

The trainer of the workshop was Muhammad Nasir Muneer, a fellow member of the Institute of Chartered Accountants of Pakistan. He highlighted the recent changes and explained these standards in detail.

It was a very interactive session. Large number of members attended and appreciated this session. The trainer also answered the questions of the audience.





Vincent Tophoff, senior technical manager PAIB-IFAC with ICAP past president Yacoob Suttar and PAIB members.

IFAC Representative Visits ICAP

Vincent Tophoff, senior technical manager Professional Accountants in Business (PAIB) International Federation of Accountants (IFAC) visited the Institute of Chartered Accountants of Pakistan on October 28, 2015 in Karachi.

The ICAP PAIB Committee organised a networking session between Tophoff and PAIB committee members. Chairman PAIB Committee Khalilullah Shaikh spoke of the efforts made by ICAP for PAIB engagement across the finance and accounting professional network. A few of the efforts include the initiation of the CFO Conference, National Finance Olympiad and Toastmasters Club. Vincent Tophoff briefly shared IFAC-PAIB initiatives and priorities for the year 2015-16 which was followed by an open discussion with the members regarding PAIB's development and progress in Pakistan. The highly interactive session was followed by lunch.

Session II of ICAP Directors Training Program in Lahore

The Institute of Chartered Accountants of Pakistan (ICAP) concluded the second session of the 16th Directors Training Program (DTP) on October 26 -27, 2015 at Avari Hotel, Lahore.

Amongst the speakers in the second session were Amar Naseer, company secretary, Unilever Pakistan Ltd, Rana Usman, partner Deloitte Yousuf Adil and Huma Pasha, chairperson and director Workstream Automation Ltd.

The session was energetic with various exercises and case studies discussed during the modules. The second session ended with an interesting board simulation exercise and certificate distribution ceremony. A total of nine professionals from prestigious organisations were certified in this session, which brings the total of ICAP certified directors to 280 professionals.



Participants of the 16th Directors' Training Program (DTP) held in Lahore.

The participants appreciated the interactive approach and the unique blend of knowledge content and experience sharing provided by the trainers.

The next DTP session is scheduled on November 17-18 and 26-27, 2015 in Islamabad and December 9-10 and 16-17, 2015 in Karachi. For further details about the program and schedule, please email at dtp@icap.org.pk or visit www.icap.org.pk/dtp.

Corporate Governance Action Planning Workshop for SMPs



Lahore

Pursuant to the co-operation agreement between The Institute of Chartered Accountants of Pakistan (ICAP) and International Finance Corporation (IFC) signed in July 2014, ICAP organised full day workshops in Lahore on November 3 and in Karachi on November 11, 2015. The facilitators/presenters of the workshops were selected from among those who had been trained in **Train the Trainer** workshops held by ICAP and IFC in October 2014 in Karachi and Lahore.

The objective of the workshop was to provide Corporate Governance (CG) training to Small and Medium Practices (SMPs) to build their capacity to provide CG services to their clients. The workshops were well-received and was appreciated by the practicing members who attended the workshops. Similar workshops are also being planned in other cities of Pakistan.

Karachi





SECP - ICAP Joint Session for ICAP's Practicing Members



In order to create awareness of general issues faced by the practicing chartered accountants, an awareness session was held jointly by the Securities & Exchange Commission of Pakistan (SECP) and the Institute of the Chartered Accountants of Pakistan (ICAP) on October 30, 2015 at the ICAP office, Islamabad.



The SECP presentation was focused on the regulator's perspective on the audit profession including the general non-compliances observed and the initiatives taken by SECP to address future challenges faced by the profession. Being the apex regulator, the main objective of the SECP was to highlight those non-compliances based on which proceedings were initiated against the practicing chartered accountants in the last four years and the common/specific non-compliances against which these actions were initiated.

The ICAP representatives during their presentations drew attention of the audience towards some of the issues and irregularities which were identified during the investigation process and Quality Control Review (QCR).

The speakers from ICAP were: Shoaib Ahmed, executive director Legal & Membership, Shahid Hussain, director Quality Assurance, Irfan Azam, deputy director Legal & Membership; and Maheen Fatima, director Corporate Supervision-SECP.

Seminar on Developments in Integrated Reporting

The Southern Regional Committee (SRC) of the Institute of Chartered Accountants of Pakistan (ICAP) organised a seminar on **Developments in Integrated Reporting** on October 28, 2015 at ICAP House, Karachi. The seminar was graced by the presence of Council members, Khalilullah Shaikh, chairman PAIB and Yacoob Suttar, chairman Publication Committee.

The keynote speaker was Vincent Tophoff, senior technical manager, Professional Accountants in Business (PAIB) International Federation of Accountants (IFAC). Tophoff is technical manager of IFAC and an expert on business reporting .

The seminar commenced with brief opening remarks by Arslan Khalid, Continuing Professional Development (CPD) convener SRC. Vincent Tophoff gave a brief overview of integrated reporting and went on to explain its importance to the profession for value creation in today's competitive scenario.

After an engaging presentation, a detailed Q&A session took place during which Tophoff responded to various queries of the participants.

A memento was presented by Yacoob Suttar to Tophoff as a gesture of appreciation. To conclude the seminar, Zulfikar Akhtar, chairman SRC delivered a vote of thanks and invited the participants for dinner. The seminar was attended by around 130 participants, comprising of both members and non-members.

Workshop on Financial Instruments

The Institute of Chartered Accountants of Pakistan Continuing Professional Development (CPD) Committee Lahore & Islamabad of the Northern Regional Committee (NRC) organised a seminar on **Financial Instruments** which was held on August 21-22, 2015. The workshop was attended by around 200 participants in Lahore and Islamabad. Muhammad Maqbool, Council member ICAP was chief guest of this workshop.

In Lahore and Islamabad, Asad Feroze, chairman CPD Lahore and Sajjad Hussain Gill, chairman CPD Islamabad gave brief opening remarks in which they explained that a foreign speaker was invited again on basis of feedback from ICAP members. The workshop leader was Mike Turner. This workshop was divided in four sessions.

Turner discussed IFRS 9 and issues related to US Generally Accepted Accounting Principles (GAAP). He illustrated the distinction between debt and equity instruments with practical examples. He further explained recognition and measurement of financial instruments, Trade vs. Settlement date accounting, concept of impairment, classification of financial instruments, embedded derivatives, hedging, difference between cash flow hedge and fair value hedge and differences between IFRS 9 and IAS 39. Despite financial instruments being a highly technical topic, the delivery style of the presenter kept the participants engaged throughout the day. During the presentation, Turner also answered various queries of the participants. He had prepared various mock exercises which were also solved and discussed with participants. In his closing remarks, Muhammad Maqbool appreciated the efforts of the presenter and thanked him on behalf of the members. A DVD of this session is also available from NRC secretariat.

Seminar on Revised QCR Program Framework and ISQC1

Seminar on **Revised QCR Program Framework and ISQC1** was arranged by Continuing Professional Development (CPD) Committee Lahore of Northern Regional Committee (NRC) on August 28, 2015. This seminar was conducted through webcast for members in Multan. The speakers were Shahid Hussain, director ICAP Quality Assurance Department and Osman Hameed Chaudhri, member SMP and Auditing Standards Committee ICAP, and partner Hameed Chaudhri & Co. Chartered Accountants. ICAP issued revised QCR Program Framework through Circular No. ICAP/QAD/38/8581/

Circular-02/2015 (March 24, 2015) and it is applicable from July 1, 2015 onwards. It is certainly a matter of extreme importance for ICAP members.

Shahid Hussain highlighted major changes in the revised framework, including issuance of QCR ratings on the basis of both engagement and firm review, discontinuation of review of additional files, coverage of minimum audit partners, bringing more independence in the composition of Quality Assurance Board, introduction of the concept of Appellate Board and opportunity of personal hearing to the aggrieved partner. This framework can be downloaded from: <http://www.icap.org.pk/quality-assurance/qcr-framework-revised/>.

This awareness session for NRC members was very important in imparting useful knowledge regarding changes brought in through the revised QCR framework. Osman Hameed Chaudhri also aptly gave an overview of ISQC1. He also emphasised the need to hold full day workshop/roundtable for comprehensive understanding by members. Many members participated in this session.



Certification on Board Evaluation Techniques in Lahore

The Institute of Chartered Accountants of Pakistan (ICAP) held **Certification on Board Evaluation Techniques (CBET)** on October 26, 2015 at Avari Hotel, Lahore.

The trainer was Huma Pasha, former head Internal Audit Dawood Hercules Group and currently chairperson and director Workstream Automation Ltd. She presented valuable information and kept the attention of the participants intact throughout the session. This one-day course was based on case studies, theory as well as interactive exercises.



Participants of the Certification on Board Evaluation Techniques held in Lahore

According to the Code of Corporate Governance 2012, the board has to put in place a mechanism for undertaking annual evaluation of the performance of the board within two years of the implementation of the Code. Being the regulatory body, ICAP launched CBET keeping in mind the SECP requirements as well as to cater to the needs of the professionals.

ICAP launched the course on July 16, 2015 in Karachi in response to the growing needs of the top level management to understand the depth of board operations.

Workshop on Taxation

Taxation surely is a reality which has to be faced. Our dilemma is that not only we have to face it individually but we get the responsibility to interpret and practically apply it as part of our scope of work. This year's budget has brought changes in various taxation statutes including Income Tax Ordinance 2001, Sales Tax Act 1990, Punjab Sales Tax on Services Act 2012, Sindh Sales Tax on Services Act 2011, KPK Sales Tax on Services Act 2013 and introduced Islamabad Capital Territory (Tax on Services) Ordinance 2001, etc.

The Institute of Chartered Accountants of Pakistan Continuing Professional Development (CPD) Committee of NRC organised a workshop on **Taxation** on August 15, 2015 at ICAP House Lahore. Kamran Iqbal Butt, FCA Convener CPD North, welcomed the participants and guest speakers to the workshop. The full day workshop with four sessions covered important matters in these statutes and case laws for the benefit of members.

The first session was on direct taxes and the presenter was Zeeshan Ijaz, partner KPMG Taseer Hadi & Co. Chartered Accountants. Various important provisions of Income Tax Law were highlighted and the presenter also answered questions of audience.

The second session was on indirect taxes (federal) and the presenter was Amer Younis, senior manager Ernst & Young Ford Rhodes Sidat Hyder Chartered Accountants. He gave a very detailed and comprehensive presentation covering various provisions on indirect taxes (federal).

The third session was on Sales Tax Act on services and the presenter was Shoaib Ahmed Waseem, FCA, partner Junaidy Shoaib Asad Chartered Accountants. He gave a detailed tabular comparison of various types of sales tax on services in all provinces and Federal Capital Territory.

The fourth and the last session was a dedicated session on case laws on taxation which was led by Shahbaz Butt, senior advocate Supreme Court of Pakistan. He elaborated history of taxation case laws in Pakistan. He also gave an account of various important decisions on taxation given by High Courts and Supreme Court of Pakistan. The members found this session to be extremely useful. The session was attended by CA fraternity in large numbers; Members expressed appreciation of workshops on such topics. A DVD of this session is also available from NRC secretariat.

Workshop on Update on Saudi Income Tax and Zakat Law - 2015 by KSA Chapter (Eastern Province)

The Continuing Professional Development (CPD) Committee in Eastern Province of Kingdom of Saudi Arabia (KSA) Chapter jointly with Institute of Cost and Management Accountants of Pakistan (ICMAP) KSA branch organised a CPD workshop on **Update on Saudi Income Tax and Zakat Law 2015** under the chairmanship of Nabeel Najam on August 27, 2015 at Alturki Business Park auditorium in Al-Khobar.



The session was attended by a large number of professionals from accounting firms as well as representatives from diversified industries based in Dammam, Khobar and Jubail. Najam thanked Qamar uz Zaman, Tax and Zakat manager in KPMG Saudi Arabia for taking out time for the seminar.

The guest speaker, Qamar uz Zaman in his presentation updated the participants on the recent developments, shared insights on major issues and interpretations of the Saudi tax law and the practices of the department of zakat and income tax. His presentation covers the topics including shareholding and related party relationships, tax implications of cross border transactions, taxation for consortiums and unregistered joint ventures, issues related to capital gain taxes, Department of Zakat and Income Tax (DZIT) current practices and latest interpretations, updates on withholding taxes and treaty benefits, summary of statutory compliance requirements, transfer pricing, update of upcoming draft zakat regulations and requirements for book keeping and accounting records.

A panel discussion was also conducted and moderated by Qamar uz Zaman, Syed Farhan Zubair from Ernst & Young Khobar Tax and Muhammad Jamil from Deloitte Khobar Tax. The panel discussion was followed by a detailed Q&A session during which numerous queries raised by the participants were answered by the panelists.

Nabeel Najam, concluded the session with a vote of thanks, and a memento was presented to Qamar uz Zaman by Asim Rafat Khan, member of Eastern Province CPD team. The presentation was followed by dinner.

ICAP Toastmasters Club Faisalabad

The Institute of Chartered Accountants of Pakistan (ICAP) Toastmasters Club, Faisalabad conducted its eighth meeting on November 5, 2015 with the theme **Breaking**

out of the shell. The meeting was presided by TM Ahmad Jabbar, FCA and conducted by TM Usman Ahsan, ACA. Besides the members of the club, the meeting was also attended by more than 15 students of ICAP Presentation and Skills Training Course from Professional College of Accountancy (PCA), who were very happy to witness the proceedings besides participating in various roles. All the three sessions were conducted with active participation including the prepared speech session in which TM Zeeshan Abid delivered his sixth project, TM Usman Ghani, ACA delivered his fifth project and TM Ahsan Rasheed, ACA delivered his third project of the Competent Communicator (CC) track. The meeting was concluded and adjourned after distribution of certificates to the winners of each session followed by valuable comments and suggestions from the guests.

ICAP Toastmasters Club Karachi

The Institute of Chartered Accountants of Pakistan (ICAP) Professional Accountants in Business (PAIB) Committee brings ICAP Karachi Toastmasters Club – a platform to develop, improve and enhance communication skills for the chartered accountants in Karachi.

The purpose of the initiative is to equip chartered accountants with the skills of effective communication and help them realise their full potential in their careers. The Club provides a positive learning experience through which members are empowered to develop communication and leadership skills leading to increased self-confidence and personal growth.

Registration for the ICAP Karachi Toastmasters Club is open till December 10, 2015. Make use of this opportunity to be associated with one of the worldwide clubs of Toastmasters International. For further information and registration, please email at paib@icap.org.pk.

 member news

NRC Elects Office Bearers for the Term 2015-16

The Institute of Chartered Accountants of Pakistan (ICAP) Northern Regional Committee (NRC) in its meeting held on October 16, 2015 elected office bearers for the year 2015-16. The NRC unanimously elected Asad Feroze as chairman and Muhammad Ali Latif as the secretary. Brief profiles of the office bearers are given below:



Asad Feroze is a fellow member of ICAP. He became a member of the Institute in 2007. He is also a fellow member of the Association of Chartered Certified Accountants (ACCA) of United Kingdom and Institute of Taxation Management. He has done his graduation in law as well. He completed his articleship training from A.F. Ferguson & Co. Chartered Accountants Lahore. Currently, he is partner in charge (Lahore office) of Junaidy Shoaib Asad Chartered Accountants, an independent member of Morison International. He has been an active contributor in the Auditing Standards Committee of ICAP (since 2011 to date) and Technical Advisory Committee of ICAP (since 2014 to date). He also remained a member of Publication Committee of ICAP from 2009 to 2014. Asad Feroze has also acted as a moderator and a speaker in various seminars and discussion forums. He remained honorary secretary of NRC for the term 2014-15, and chairman CPD Committee Lahore for the term 2014-15.



M. Ali Latif is a fellow member of ICAP and a representative of Professional Accountants in Business (industry members) in Northern Regional Committee (NRC). He has served on various ICAP committees and also served as an elected member of the NRC during the 2009-2013 term and has taken various initiatives during his term as an NRC member which includes, but not limited to, signing of MOUs with PC Hotel One and Liberty Books for giving discount to ICAP members/students, initiated arranging first-ever family get-together events, developing and training manual to enhance interview skills of ICAP members/students, etc. along with the most appreciated one – initiating E-Learning platform for CPD activities. His new initiatives for industry members, i.e. mentoring

program by senior chartered accountants to act as industry leaders/advisors for newly qualified/newly joined members in a specific industry along with job termination insurance are expected to be launched this year.

He has an extensive and wide range of experience in specialised fields, spreading over more than ten years – most of which was in the public sector. He has served with Pakistan Tobacco Company, SME Business Support Fund (project of Ministry of Finance and Asian Development Bank) and has also served as senior vice president (head MS & IS Audit) in Bank of Punjab and general manager Corporate Business Analysis at PTCL.

Due to time constraints, he has left his job to focus more on his role in ICAP activities and promoting industry members' interests. He is now a practicing member (with key areas of specialisation of management consulting and financial advisory) and has joined his father's firm Rehmani & Co. Chartered Accountants, after his retirement.

Top 5 CPD Earners

The Institute is pleased to acknowledge the following members who have earned maximum CPD hours in the month of November 2015.

S.No.	Name and R-No.	Location	Hours
1.	Muhammad Sibghatullah Khalid, ACA (5372)	Islamabad	88
2.	Muhammad Arif, ACA (5650)	Faisalabad	64
3.	Abdul Rahim Suriya, FCA (1531)	Karachi	64
4.	Ashfaq Yousuf Tola, FCA (1920)	Karachi	63
5.	Qazi Syed Risalat Rehman, ACA (6306)	Dubai	62

New Fellow/Associate Members

Fellow Members

S. No.	R-No.	Name
1.	3000	Ayub Aslam Chughtai
2.	3882	Muhammad Ovais Ansar
3.	4081	Faisal
4.	4408	Muhammad Asadullah
5.	4426	Aftab Aslam
6.	4445	Azhar Abbas Awan
7.	4458	Asad Khan
8.	4467	Syed Farhan Hassany
9.	4472	Muhammad Azher
10.	4474	Qaiser Ahmad
11.	5178	Haroon Sulaman

Associate Members

S. No.	R-No.	Name
1.	8336	Sajjad Ali
2.	8337	Qurat Ul Ain
3.	8338	Faraz Ahmed Khan
4.	8339	Tooba Erum
5.	8340	Syed Hasan Baqar Naqvi
6.	8341	Muhammad
7.	8342	Zawin Mustafa
8.	8343	Abdul Majid
9.	8344	Saad Bin Aziz
10.	8345	Adnan Arshad
11.	8346	Arslan Abdul Majeed
12.	8347	Mohammad Faisal
13.	8348	Noureen
14.	8349	Muhammad Ali
15.	8350	Umair Majeed Naviwala
16.	8351	Muhammad Hassan
17.	8352	Rahil Noor Ali
18.	8353	Syed Mohsin Marghoob Rizvi
19.	8354	Farrukh Rasheed
20.	8355	Mahad Rashid Hafeez
21.	8356	Nadir Khan Laghari
22.	8357	Nimra Qureshi
23.	8358	Abu Bakar Ashfaq
24.	8359	Faraz Essani
25.	8360	Rija Salim Mangroli
26.	8361	M. Hassan Atiq
27.	8362	Muhammad Ali Mooney
28.	8363	Sana Mohd Iqbal
29.	8364	Hafiz Nabeel Huda
30.	8365	Usman Ali
31.	8366	Hurr Raza
32.	8367	Muhammad Yaseen
33.	8368	Kalimullah
34.	8369	Saleem Shoukat
35.	8370	Rehan Sohail

36.	8371	Muhammad Bilal
37.	8372	Muhammad Jameel Haider Khan
38.	8373	Muhammad Ussama Khalil
39.	8374	Malika Murad Musani
40.	8375	Fahd Amin

Life Members

S. No.	R-No.	Name
1.	0551	Asif Ali Rashid, FCA
2.	0560	Mohammad Jamil Khan, FCA
3.	0564	Ali Hyder Bilgrami, FCA
4.	0826	Ghulam Hussain Choudhry, FCA
5.	0918	Muhammad Iqbal Ghazipura, FCA
6.	0922	Ahsan Mahmood Alvi, FCA
7.	1146	Hasan Saqib, FCA
8.	1410	Syed Amir Ali Tirmizey, FCA
9.	1419	Mohsin Ali Merchant, FCA
10.	1630	Muntazar Bashir Ahmed, FCA
11.	1857	Syed Faiz Ali Bokhari, FCA
12.	2229	Saeed Hamid Zoberi, FCA

New Firm

S. No.	Firm Name	Location
1.	Zeeshan & Co.	Lahore

It has become appallingly obvious that our technology has exceeded our humanity.

Albert Einstein, theoretical physicist

Continuing Professional Development (CPD) Program

Held & Planned	Seminar/Workshop	Speaker/Session Chairman	Venue
Oct 30, 2015	Awareness Session for the Practicing Members (Through VC from Islamabad)	Maheen Fatima, Shoaib Ahmed, Shahid Hussain, Irfan Azam, Ali Azeem	Peshawar
Oct 30, 2015	Awareness Session for the Practicing Members	Maheen Fatima, Shoaib Ahmed, Shahid Hussain, Irfan Azam, Ali Azeem	Islamabad
Oct 31, 2015	Advance Excel	Aisha Javed	Islamabad
Nov 19, 2015	IFRS for SMEs	Zulfikar Causar	Karachi
Dec 2, 2015	Changes in the Auditor's Report - A Fundamental Shift	Speaker: Arslan Khalid; Session Chairman: Hafiz Mohammad Yousaf; Panelists: Amir Jamil Abbasi, Ayaz Ahmed, Kamran Y. Mirza, Zaffar A. Khan; Moderator: Farrukh Rehman	Karachi
Dec 3, 2015	Code of Ethics - A key to Public Trust	Rana Muhammad Usman Khan	Islamabad

 technical update

IASB Publishes Draft Guidance to Help Management Apply the Concept of Materiality

The International Accounting Standards Board (IASB) has published an Exposure Draft ED/2015/8 IFRS Practice Statement - Application of Materiality to Financial Statements. Comments are requested by February 26, 2016.

The guidance proposed in the ED is intended to provide explanations and examples to help preparers, auditors and regulators use judgement when applying the concept of materiality in order to make financial reports more meaningful. The ED covers three main areas: characteristics of materiality, presentation and disclosure in the financial statements, and omissions and misstatements.

The IASB proposes three steps - to assess what information should be presented in the primary financial statements, to assess what information should be disclosed within the notes (including assessment of appropriate emphasis), and then to review the financial statements as a whole - to ensure that the financial statements are a comprehensive document with an appropriate overall mix and balance of information.

The Practice Statement (PS) notes that in preparing the financial statements, management should consider the objective of providing information that is useful to users in assessing the prospects for future net cash inflows to the entity and in assessing its stewardship of the entity's resources.

The PS also notes that the materiality of identified errors or omissions needs to be assessed individually and on basis of the financial statements as a whole. Material misstatements or omissions that offset each other still are considered material misstatements of the financial statements as such. The PS also states that intentionally made misstatements shall always be considered material.

The final pronouncement the IASB is driving at is a Practice Statement, not a standard. Consequently, entities applying IFRSs are not required to comply with the Practice Statement, unless specifically required by their jurisdiction. Furthermore, non-compliance with the

Practice Statement will not prevent an entity's financial statements from complying with IFRSs, if they otherwise do so. Given the proposed PS is not a mandatorily applicable IFRS, it does contain neither a proposed effective date nor transition guidance.

Draft Interpretation: Uncertainty over Income Tax Treatments

The IASB's IFRS Interpretations Committee has observed diversity in practice regarding the recognition and measurement of current tax, deferred tax liabilities and deferred tax assets as defined by paragraph 5 of IAS 12 Income Taxes, when there are uncertainties in the amount of income tax payable (recoverable). As a consequence, the Interpretations Committee has issued a draft interpretation. Comments on DI/2015/1 Uncertainty over Income Tax Treatments are requested by January 19, 2016.

The draft proposes that the interpretation be applied to the determination of taxable profit (tax loss), tax bases, unused tax losses, unused tax credits and tax rates, when there is uncertainty over income tax treatments under IAS 12.

An entity has to apply the requirements by recognising the cumulative effect of initially applying them in retained earnings, or in other appropriate components of equity, at the start of the reporting period in which an entity first applies them, without adjusting comparative information.

Draft Interpretation: Foreign Currency Transactions and Advance Consideration

The IASB's IFRS Interpretations Committee has observed some diversity in practice regarding the exchange rate used when reporting transactions that are denominated in a foreign currency in accordance with IAS 21 The Effects of Changes in Foreign Exchange Rates in circumstances in which consideration is received or paid in advance of the recognition of the related asset, expense or income. As a consequence, the Interpretations Committee has issued a draft interpretation. Comments on DI/2015/2 Foreign Currency Transactions and Advance Consideration are requested by January 19, 2016.

The interpretation is intended to address foreign currency transactions where:

- there is consideration that is denominated or priced in a foreign currency;
- the entity recognises a prepayment asset or a deferred income liability in respect of that consideration, in advance of the recognition of the related asset, expense or income; and
- the prepayment asset or deferred income liability is non-monetary.

On initial application, entities would apply the interpretation either:

- retrospectively in accordance with IAS 8; or
- prospectively to all foreign currency assets, expenses and income in the scope of the interpretation initially recognised on or after the beginning of the reporting period an entity first applies the interpretation in or the beginning of a prior reporting period presented as comparative information.

hr news

7 Traits that will get You Hired or Promoted

The best employees get hired and promoted for their people skills, not just their technical know-how. May employees recruit for attitude first and technical skills second. Of course! The two aren't mutually exclusive, and the ideal fit is someone who meshes with the company culture while also offering the expertise to get the job done. But the understanding that interpersonal or so-called "soft skills" aren't as trainable as technical ones is beginning to shift employers' ideas about what makes an outstanding employee. Here are some of the top traits employers tend to value most in employees when they're looking to make a new hire or promote someone from within:

1. Emotional Intelligence
2. Speaking Up—The Right Way
3. Zeroing In On What's Important
4. Confidence
5. Never Saying: "That's Not My Job"
6. Knowing When to Have Fun and When To Be Serious
7. A Knack for Self-Improvement

Courtesy: linkedIn Pulse Publications.

Welcome on Board

Human Resource Department welcomes new members to the ICAP family:

1. Youshib Matthew John
assistant manager MARCOM, Lahore
2. Sana Mehboob
senior officer HR, Karachi
3. Hamza Mansoor Malik
IT officer (User Support), Lahore

Quote

"Intelligence without ambition is a bird without wings."
- Salvador Dali, prominent Spanish surrealist painter

Training & Development

Human Resource Department arranged the following workshops and trainings for the employees of ICAP during October 2015:

■ **ITIL v3 Foundation Training:** The training course of **Information Technology Infrastructure Library (ITIL) v3 Foundation** was arranged for the IT personnel. This was an extensive four-week training provided by All-in-1-Solutions. The purpose of the training was to prepare and train the IT professionals to implement best practices, protocols and standards in IT services to assist in bringing about greater user satisfaction, reduced costs and increased productivity for organisation.

■ **PSTD Workshop for Emergency Preparedness, Evacuation & Response Training:** The Pakistan Society for Training & Development (PSTD) workshop, Emergency Preparedness, Evacuation & Response, was conducted by Dr. Tahir Barlas held at PC Lahore. The workshop helped

participants in understanding emergency preparedness response plan, various emergency scenarios & response, fire risk assessment & management, adequacy of fire-fighting equipment & hydrant systems, and ambulance & first aid arrangements, effective communication & handling of media and counselling and post-traumatic stress management. The session was highly engaging and interactive.

■ **Situational Leadership: Situational Leadership** is the most comprehensive and up-to-date, yet practical, method of effectively managing and developing people, time, and resources available today. It focuses on the fundamental changes in the role of the contemporary leader. This workshop assist leaders convert from boss, evaluator, judge, and critic to partner, facilitator, cheerleader,

supporter, and coach. Situational leadership helps to develop people who truly want to be magnificent, are motivated to work independently, and want to align their goals with the goals of the organisation. It also assists in increasing the frequency and quality of conversations about performance and development.

The workshop is designed to reach beyond the training event to impact business results. It utilises activities that significantly increase the likelihood that all learners will apply their new learning on the job. Two functional heads were sent on this training workshop. The workshop was held in The Pakistan Society for Training & Development (PSTD), and Antony Demetriou was the workshop facilitator.

New HR Policy



DRESS CODE

You are advised to come to work dressed accordingly to your salary. If we see you wearing PRADA shoes, carrying a GUCCI bag, we will assume you are doing well financially, and therefore do not need a raise. If you dress poorly, you need to learn to manage your money better, so that you may buy nice clothes, and therefore you do not need a raise. If you dress just right, you are right where you need to be, and therefore you do not need a raise.

SICK LEAVE

We will no longer accept a doctor's statement as a proof of sickness. If you are able to go to the doctor, you are able to come to work too. Only a death certificate is acceptable. That too, would be valid till the funeral. You'd have to continue the office after the funeral.

CASUAL LEAVE

Each employee will receive 104 personal days a year. They would be called Saturdays and Sundays.

BATHROOM BREAKS

Entirely too much time is being spent in the toilet, and the employees feel proud that they are being paid to poop. There is now a strict three-minute time limit in the stalls. At the end of three minutes, an alarm will sound, the toilet paper and muslim shower will retract, that stall door will open and a picture will be taken. After your second offence, your picture will be posted on the company's bulletin board under the 'Chronic Offenders' category. Anyone caught smiling in the picture will be sectioned under the company's mental health policy.

LUNCH BREAK

Skinny people get 30 minutes for lunch, as they need to eat more, so that they can look healthy. Normal people get 15 minutes for lunch to get a meal good enough to keep them alive in their average figure. Chubby people get 5 minutes for lunch, because that's all the time needed to drink a Slim-Fast.

Regards
HR

Disclaimer: The views expressed in this piece do not reflect the ICAP-HR policies. Humour only...!

Source: Web search

 **student section**

Career Counselling Sessions

The Institute of Chartered Accountants of Pakistan (ICAP) Marketing and Communication department (MARCOM) arranged 61 career counselling sessions at various cities including Karachi, Daharki, Khairpur, Sukkur, Ghotki, Pano Aqil, Quetta, Lahore, Gujranwala, Faisalabad, Multan, Muzaffargarh, Bahawalpur, Islamabad, Mardan, Peshawar & Mirpur, through which 6220 students from various academic backgrounds were counselled.

The sessions were conducted by the MARCOM team: Badia Raza, director; Asad Taj, deputy manager; Haroon Yaqoob, assistant manager; Sayed Shaiq Ali Musavi,



Pano Aqil



Quetta



Lahore



Multan



Faisalabad



Mirpur



Islamabad

assistant manager; Haroona Gul, assistant manager; Muhammed Yawer Khan, senior officer; Ahmed Raza Javed, assistant manager; Shahbaz Fareed, assistant manager; Ahmad Hussain Rathore, assistant manager and Muhammad Umar Hamid Quraishi, senior officer. They briefed the potential students about ICAP and its role, scope of CA qualification, CA study scheme, entry routes, exemption, eligibility criteria, examinations system of ICAP, market opportunities all over the world and success stories of young chartered accountants. Interactive question and answer sessions were held at the end of each session, through which various student concerns were explained and clarified. CA brochures were distributed after each session and ICAP posters were placed on notice boards of the institutions visited.

To generate awareness amongst the top 20 students of each Intermediate Education Boards, orientation sessions were arranged at Lahore, Islamabad, Peshawar, Multan, Faisalabad and Gujranwala.

Schools and colleges visited are as follows:

Karachi: Foundation Public School, The International Grammar School, Beaconhouse School Systems Gulshan, Metropolitan Academy; **Daharki:** Engro College Daharki; **Khairpur:** Pak-Turk International School, SIBA Community College Khairpur; **Sukkur:** Hira Public School - Girls Campus, SMA High School Sukkur; **Ghotki:** FFC Higher Secondary School, Mirpur Mathelo; **Pano Aqil:** Cadet College Pano Aqil, Excellence School Pano Aqil; **Quetta:** Garrison Academy Quetta, Beaconhouse School Systems, Islamia Girls College, Government College of Commerce; **Lahore:** Keynesian Institute of Management Sciences; **Gujranwala:** Government College of Commerce, Gujranwala College of Commerce; **Faisalabad:** Government College for Women, Government Degree College for Boys, Government College Women University, Faisalabad; **Multan:** Rise College of Science for Girls, Rise College of Science for Boys, Government. Willayat Hussain College, Government Degree College Makhdoom Rasheed; **Muzaffargarh:** Government Post Graduate College, Government Commerce College; **Bahawalpur:** The City School, Government S.E. College; **Islamabad:** Model College for Boys, Model College for Girls, Punjab Group of Colleges; **Mardan:** Fazl-e-Haq College for Boys; **Peshawar:** Muslim College of Commerce; and **Mirpur, AJK:** Jinnah Islamia College, Savant College, Pak Kashmir College, Government Inter College, AJK Science College, Kashmir Model School & College, Asian School & College and Superior Science College.

Career Fairs



Karachi



Lahore

The Institute of Chartered Accountants of Pakistan participated in career fairs/education expos through which more than 600 potential students were informed about the chartered accountancy profession. Apart from colleges and universities, designates from scholarship organisations, embassies, internship agencies, and volunteer organisations also attended.

Before you speak

let your words pass through 3 gates:

1. Is it true?
2. Is it necessary?
3. Is it kind?

ICAP representatives, along with qualified CAs, responded to student queries especially based on the eligibility criteria, structure of courses, exemption policy, financing options and career opportunities. A significant number of students and their families visited the ICAP stall. The takeaway from these career fairs was that the young crop of students exhibited a major desire to learn about various career opportunities. ICAP participated in career fairs arranged by the following schools: Generation School, Karachi; The College Nite at The City School, Karachi & Lahore; Beaconhouse School Systems Defence Campus, Lahore.

Annual Presentation Skills Competition

As our CA students pursue their dream to become top notch accounting professionals, they will realise that in one form or another presentations will play a huge role in their careers. Standing in front of a formal audience can be a nerve racking prospect. So, to help students break mental barriers and promote the importance of presenting effectively, The Institute of Chartered Accountants of Pakistan's Marketing and Communication department (MARCOM) organised this year's installment of **Presentation Skills Competition 2015** on October 29, 2015 at Lahore and Islamabad ICAP houses and on November 3, 2015 at ICAP House Karachi.

Topics selected for the competition were: **Does foreign aid, aid development of a country?** and **Is a common voter unable to think in the long term?** The topics received appreciation from both the participants and the attendees. Several firms took part in the competition by sending their most dynamic trainee speakers.

Islamabad



Lahore



Karachi



In Lahore: 15 trainee students represented 8 firms including Horwath Hussain Chaudhury & Co., Parker Randall AJS, KPMG Taseer Hadi & Co., Zahid Jamil & Co., BDO Ebrahim & Co., Tariq Abdul Ghani Maqbool & Co., RSM Avais Hyder Liaquat Nauman and A.F. Ferguson & Co.

The competition was judged by esteemed professionals - Uzma Azhar (Ph. D scholar, UMT, Lahore); Amna Iqbal (lecturer, Lahore School of Accountancy and Finance) and Usman Tahir Farooqi (director, head of Advisory Practice of M/s Grant Thornton Consulting Lahore & president CA Toastmasters Club Lahore).

In Islamabad: 10 trainee students participated from 5 firms including A.F. Ferguson & Co., Deloitte Yousuf Adil, Ernst & Young Ford Rhodes Sidat Hyder, KPMG Taseer Hadi & Co. and FRANTS & Co.

Fariha Wajid ACA (corporate trainer and faculty, NUST Business School); Nouman Jan (guidance counsellor and presentation skills trainer) judged the contestants and Shehzad Yousuf FCA (chief internal auditor PTCL and Ufone) graced the event as chief guest.

In Karachi: 8 trainee students from 4 firms including KPMG Taseer Hadi & Co., Deloitte Yousuf Adil, BDO Ebrahim & Co. and Ernst & Young Ford Rhodes Sidat Hyder.

The contest was judged by Sara Dawood (marketing head TCS); Junaid Ahsan (Chief executive Talent Experts International) and Arsalan Larik. Feroz Rizvi, chief operating officer/secretary ICAP honored the event as chief guest.

All judges gave special pointers to students, on further improving their presentation skills and really appreciated the talent, which was at show in this year's episode of Presentation Skills Competition 2015. Following Students were declared as the winner by our distinguished panel:

Lahore: The competition was won by Haider Ali, Horwath Hussain Chaudhary & Co.; first runner up was Faryal Chatha, A.F. Ferguson & Co.; and second runner up was Nida Farooq, BDO Ebrahim & Co.

Islamabad: The competition was won by Muhammad Bilal Qadri, Ernst & Young Ford Rhodes Sidat Hyder; first runner up was Taha Tariq, A.F. Ferguson & Co.; and second runner up was Shahjahan Fayaz, Deloitte Yousuf Adil.

Karachi: The competition was won by Safdar Sikandar, KPMG Taseer Hadi & Co.; first runner up was Muhammad Saya, Ernst & Young Ford Rhodes Sidat Hyder; and second runner up were Marium Farooq, KPMG Taseer Hadi & Co. and Sonam Devi, Deloitte Yousuf Adil.

Meetings with Corporate Sector



Meeting with ZONG

The Institute of Chartered Accountants of Pakistan's Marketing and Communication department (MARCOM) arranges meetings regularly with the private sector. These meetings are an extension of ICAP's initiative to bridge the gap between top organisations and high achieving full time CA professionals and partly qualified students.

Date	Firms	Attendees
Oct. 20, 2015	US Apparel Group	Chief Financial Officer – Tariq Mehmood, FCA HR Director – Hassan Aftab HR Manager – Salman Nawazish
Oct. 21, 2015	Kohinoor Maple Leaf Group	Group Director Finance– Syed Mohsin Raza Naqvi, FCA Senior Manager HR – Amna Nauman
Oct. 27, 2015	PTCL (Ufone)	Chief Internal Auditor – Muhammad Shehzad Yousaf, FCA GM Recruitment PTCL – Muhammad Naemullah
Oct. 28, 2015	Zong	HR Director – Wang Chunting Director Financial Controls & Operations – Khalid Hussain
Nov. 12, 2015	Netsol Technologies	Director Finance and Company Secretary – Boo Ali, FCA

According to Badia Raza, director MARCOM high quality placements can bring a range of benefits for organisations as well as CA professionals. Not only does it hold a great value for students in terms of their professional development but also supports employers to identify a star candidate without deploying precious resources.



Meeting with Netsol Technologies



Meeting with PTCL



Meeting with Kohinoor Maple Leaf Group

Meetings generally involve a discussion on ICAP’s complimentary services such as Career Portal and Annual Job Fair. In addition to placements, corporate social responsibility forms an important part of ICAP’s ethos.

Overall, ICAP MARCOM’s corporate meetings prove to be a very productive step toward strengthening the recruitment ties with top notch organisations and help raise awareness for some of ICAP’s exciting new projects.

A breakdown of the meetings are in the chart above.

Examination News

Certificate in Accounting and Finance Stage Examinations

The result of Certificate in Accounting and Finance (CAF) Examinations, Autumn 2015, was declared on November 17, 2015. 804 students passed the CAF examinations as compared to 766 students in the previous session.

Be a part of The Pakistan accountant team...



Dear ICAP Members, Students & Staff,

We would like you to contribute features and articles for **The Pakistan Accountant**. You can contribute articles on any of the following categories:

- Auditing and Accounting
- Value addition to SMP, SME
- Governance and Ethics
- Banking and Finance
- Sustainability and Social Accounting
- Student related Subjects
- Risk Management
- New Legislation Impacting CAs
- CA Developments in International Arena
- Information Technology
- Women in Accounting
- Tax and Economy
- Business Management and HR
- General interest
- IAS's, IFRS - recent development, impact, adoption, expected changes etc.

You are requested to send the articles at: publications@icap.org.pk

Publications Department

The Institute of Chartered Accountants of Pakistan