



www.icap.org.pk

Volume 42 Issue 8 | August 2019

# Newsletter

Governance, Transparency and Service to Members and Students

### contents

meets & events	
Muhammad Usman Dar Visits ICAP Head Office, Karachi	2
ICAP Participates in IFRS Workshop in Shanghai China	3
Two-day Workshop on IFRS 15, 13 and Practical Issues for IFRS 9 & 16	5
Seminar on Portfolio & Treasury Management in Changing Economic Environment	6
Session on IT Security and Awareness	
ICAP Mentorship Program	8
Start Forming your Teams for NFO 2019	9
PAIB Committee Publishes Industry Specific Guidelines	
CA Toastmasters Club Karachi Gets the Status of Territorial Council	10
CA Toastmasters Club Karachi Holds Speech Contest	
CA Toastmasters Club Lahore and Islamabad	12
overseas news	
Eid Get-Together Events in Australia	14
technical update	
Update: ICAP	
Update: Local Corporate Regulatory Framework	15
Update: International	16
Update: Tax	18
member news	19
hr news	20
student section	
Trainees' Induction Fair Karachi, Lahore and Islamabad.	21
ICAP Participated in The News Education Expo 2019	25
Examination News	26

# 🚣 meets & events

# **Meeting with AGP**



President ICAP, Jafar Husain and vice president ICAP, Iftikhar Taj presenting ICAP Coffee Table Book to Auditor General of Pakistan, Javaid Jehangir.

The president of The Institute of Chartered Accountants of Pakistan (ICAP) Jafar Husain and vice president ICAP Iftikhar Taj had a meeting with Javaid Jehangir, Auditor General of Pakistan (AGP), at AGP headquarter, on July 4, 2019. It was agreed by the two regulators that, in the face of current and future challenges, it is imperative to renew the nature of collaboration and identify further potential areas of mutual interests. In order to meet stakeholder expectations, the regulators must adapt to the rapidly changing economic, political and legal environment in the country.

Auditor General of Pakistan expressed keen interest in revitalising the practice of sending fresh officers from AGP to chartered accountant firms for four or five weeks' trainings. As a gesture, president ICAP offered Auditor General of Pakistan to nominate its officers to attend Continuing Professional Development (CPD) events of ICAP, free of cost,



across Pakistan. In order to strengthen their quality control functions, it was agreed by the two offices to establish and further collaboration at functional levels.

Javaid Jehangir shared his views on various initiatives undertaken during his tenure and the challenges the public sector auditor is facing. Jafar Husain also highlighted the role of the Institute and the credibility of its examination system and effective regulatory oversight of its members. At the end of the meeting, president ICAP presented Financial Reform for Economic Development (FRED) Conference booklet and ICAP Coffee Table Book to Auditor General of Pakistan.

Sania Riffat, additional Auditor General-I, Khurram Humayun, additional AGP-II, Mahfooz Ahmed Bhatti, director general Policy and Muhammad Kashif, director



to AGP also attended the meeting along with Israr Khan, senior manager ICAP.

# Muhammad Usman Dar Visits ICAP Head Office, Karachi



L to R: Omair Jamal, Muhammad Usman Dar, Syed Masood Akhtar and Ahmed Salman Abbasi.

Muhammad Usman Dar, special assistant to prime minister on Youth Affairs met Syed Masood Akhtar, secretary The Institute of Chartered Accountants of Pakistan (ICAP) on July 9, 2019 to discuss the scope of National Internship Program. The senior director, Omair Jamal and deputy director, Salman Abbasi from Education & Training department were also present in the meeting. During the meeting, several avenues of mutual interest were explored and Dar sought ICAP's input in revamping National Internship Program and its effective implementation in best possible manner to address youth unemployment in the country.

# -ICAP Participates in IFRS Workshop in Shanghai China-



The Institute of Chartered Accountants of Pakistan (ICAP) on the invitation of Asia Oceania Standard Setters Group (AOSSG) Secretariat participated in the workshop on International Financial Reporting Standards (IFRSs) held on July 8-12, 2019 at the Shanghai National Accounting Institute (SNAI), China. This four-day international event included speakers from International Accounting Standards Board (IASB), ICAP, SNAI, Malaysian Accounting Standards Board (MASB), Sri Lanka Accounting Standards Implementation and Interpretation Committee, and leading industry and accounting representatives of China.

The workshop was attended by ICAP Council members Rana Muhammad Usman Khan and Farrukh Rehman and director Technical Services Sohail Malik as representatives of Pakistan.

During the workshop, wide ranging topics were discussed which included: Experiences and implications of new IFRSs, experience sharing and challenges on accounting standards setting and implementation, the status quo and challenges of accounting infrastructure of Belt and Road Initiative (BRI) countries, challenges and strategies of accounting industries are facing under the circumstances of accounting informationisation.

Gao Yibin, chair AOSSG, director general China Accounting Standards Committee (CASC) welcomed the participants. Representative from China explained the accounting infrastructure and the chinese government policy of 'come in & go out' in terms of opening up of the country's capital markets.

Sue Lloyd, vice chair IASB and chair IFRS Interpretations Committee and Lu Jianqiao, IASB discussed various implementation issues of IFRS 9 Financial Instruments and IFRS 17 Insurance Contracts. The Institute representatives discussed different implementation challenges emanating from the new IFRSs including impact of IFRS 9 on circular debt, fair value determination of unquoted equity investments and the fair value changes relating to the equity investments in the other comprehensive income. In context of IFRS 17, the linkages of new insurance standard with takaful, unit link investment income accounting were also discussed.

Rana Muhammad Usman Khan while speaking at the forum on 'Belt and Road Initiative' discussed the importance of a consistent and robust accounting infrastructure. He noted that the BRI is a crossborder, cross-regional initiative, covering over 60 jurisdictions alongside the Belt and Road route.









# Workshop on International Financial Reporting Standards

8-12 July 2019, Shanghai, China



Presently, the jurisdictions differ much in terms of economic development and accounting infrastructure maturity. He emphasised that it is imperative to have a coordinated and common set of accounting standards, implementation and monitoring mechanism and talent. During the session, Pakistan readiness and commitment to follow IFRS was emphasised. In this context, the effective role of the Institute and its members in maintaining and strengthening the financial reporting regime through coordination with corporate regulators, education and training and implementation of accounting standards was also highlighted.

Farrukh Rehman shared insights on 'Pakistan Experience and Challenges on accounting standards setting and implementation.' He explained that Pakistan has been following a deferential financial reporting regime as one size does not fit all. While explaining the Pakistan jurisdiction, Farrukh highlighted the Institute's role in the adoption of IFRS, development of local accounting standards and resolution of all accounting matters

through the Accounting Standards Board. He shared the way forward of Pakistan's financial reporting by highlighting the future initiatives and projects such as digital financial reporting, elimination of Securities Exchange Commission of Pakistan (SECP) and State Bank of Pakistan (SBP) granted specific exemptions, consistent accounting of IFRS scoped out transactions/ arrangements and accounting of Islamic financial products.

Sohail Malik presented on 'Pakistan Accounting Sector Challenges and Strategies in Digitalised World.' He discussed the status quo of Pakistan accounting sector in terms of the use of digital methods and tools for accounting purposes.

Other jurisdictions also shared information about the accounting infrastructure and implementation challenges of newly issued IFRS. The participants also visited Fosun Group a Fortune 500 company and held an interactive session with the senior management of the group to discuss various topics of financial reporting.

# Two-day Workshop on IFRS 15, 13 and Practical Issues for IFRS 9 & 16



The Institute of Chartered Accountants of Pakistan (ICAP) Southern Regional Committee (SRC) organised a two-day workshop on IFRS 15, 13 and Practical Issues for IFRS 9 & 16 on June 24-25, 2019 at Movenpick Hotel, Karachi. Mike Turner, ACA (UK), CPA

(USA), CFA (USA) was the trainer. He is an International Financial Reporting Standards (IFRS) specialist and has vast experience of training professionals globally. The workshop was attended by around 45 participants and received excellent feedback from the participants. To conclude the workshop, certificates were presented to the participants. Adnan Rizvi, member SRC, presented a memento to Mike Turner as a gesture of appreciation and delivered the vote of thanks.



# **Best Corporate Reporting Criteria 2019**

The Joint Evaluation Committee of The Institute of Chartered Accountants of Pakistan (ICAP) and the Institute of Cost & Management Accountants of Pakistan (ICMAP) has revised its **Best Corporate Reporting Criteria for 2019** which can be downloaded from:

https://www.icap.net.pk/bcsra/bcr-criteria

# **Directors' Training Program in Karachi**

The Institute of Chartered Accountants of Pakistan successfully completed the 48th **Directors' Training Program (DTP)** in Karachi from June 18-21, 2019.

### **Certified Director (DTP-48)**

#### **Name of Participant**

Certificate # 0834 Muhammad Nadeem Farooq Director BankIslami Pakistan Ltd.





# **Seminar on Portfolio & Treasury Management** in Changing Economic Environment



The Institute of Chartered Accountants of Pakistan (ICAP) Northern Regional Committee (NRC) Continuing Professional Development Committee (CPD) Committee Lahore organised a seminar on **Portfolio & Treasury Management in Changing Economic Environment** on July 5, 2019 at Royal Palm Club, Lahore.

The session was arranged with the background that in the current economic environment with volatility around interest rates and exchange rate parity, the cost of doing business is impacted leading to enhanced focus on cost control and operating margins to preserve shareholder's value. On the flipside, this challenge also brings in opportunity for CFOs and investment managers to improve investment returns with increasing yield on government and fixed income securities.

Rafqat Hussain, chairman CPD Committee Lahore, welcomed the participants and outlined the emerging need to grasp the changes which are in essence a must to be considered.

The keynote speakers Sajjad Iftikhar, chief investment officer Packages Group, Yasir Qadri, CEO UBL Fund Managers and Nausherwan Saleem, treasury head MCB Bank Ltd. gave detailed presentations on 'Treasury Today,' 'Economic Outlook & Capital Markets' and 'Treasury Outlook – Currency & Interest Rates' respectively.

This session was followed by a panel discussion. The panellists were Yasir Qadri, Nausherwan Saleem and Sohail Nisar, CFO Millat Tractors Ltd. The session was moderated by Sajjad Iftikhar.

The chief guest Jafar Husain, president ICAP, expressed his views and appreciated such useful and interactive session. The session will be very helpful and supportive for the participants in doing financial planning of their corporates.

As a token of appreciation, mementoes were presented to keynote speakers, panellists, moderator and chief guest. The session was followed by dinner and live streaming of ICC Cricket World Cup.

# **Session on IT Security and Awareness**



Information security is an integral part of the growth of any organisation. For taking part in this process and enhance user awareness on IT Security and related aspects, The Institute of Chartered Accountants of Pakistan (ICAP) Internal Audit along with IT department conducted a session on IT Security & Awareness at ICAP Head Office, Karachi. The session was conducted by Humza Ahmad, manager Internal Audit department and Adnan Usmani, manager network and security IT department. The session discussed about Email attacks,

how to recognise phishing emails, internet banking frauds, social engineering, how to protect from social engineering attacks and the future implementation plans of IT for the Institute to make it a secured organisation. The sessions were attended by around 86 participants and received excellent feedback from the participants.

Four sessions were conducted in July, 2019 to cover all the employees located at Head Office. The initial presentation was held on June 17, 2019. It is planned to conduct the awareness sessions at other regional offices including Islamabad and Lahore in the near future.



## **ICAP Lahore Staff Eid Lunch**



The Institute of Chartered Accountants of Pakistan (ICAP) Lahore arranged **Eid Lunch** for staff on July 5, 2019. Council and regional committee members from North were also invited.

The president ICAP Jafar Husain, vice president ICAP Iftikhar Taj graced the event with their presence. The president emphasised that such activities must be arranged for staff.



## **ICAP Mentorship Program**

ICAP Mentorship program is open for ICAP members and affiliates with 104 mentees and 35 mentors from Pakistan, Bahrain, Canada, KSA, UAE & UK. Register through: https://www.icap.org.pk/members/career-support/icap-mentorship-program/

#### **Testimonials**

"The ICAP Mentorship Program helped me to consider options I had never contemplated before. The expert knowledge of a veteran on a range of topics was something I could never obtain from traditional learning methods. It gave me valuable perspective of an industry leader which helped me to improve performance and relationships at my workplace. I especially liked the flexibility the program has to offer for overseas members and the opportunity to indulge in an informal and open communication with the mentor. I highly recommend this rewarding experience to anyone looking to get a fresh perspective on workplace related matters."

**Syed Muhammad Kamran Ali Raza, ACA** (Bahrain)

"Mentorship Program is a beneficial initiative of ICAP especially for fresh qualified chartered accountants. Mentee gets an opportunity for one on one interaction with experienced members. It is the only forum where a young chartered accountant can share his challenges and get professional advice from mentor and define a pathway for future endeavour. Considering the beneficial aspects of Mentorship Program, its scope should be broadened with the addition of further industry specific mentors."

Naeem Magsood, ACA (Karachi)

"ICAP Mentorship Program is a great initiative of the Institute and an opportunity for members to interact and seek guidance from mentors in the areas of personal and professional development. All mentors volunteering for the program are true professionals and experts in their fields, therefore, I would recommend all CA fellows to avail this opportunity and actively participate in the program."

Hafiz Muhammad Salman, ACA (Karachi)

"ICAP's Mentorship Program is really good and helpful for young members where mentors share their best experiences with the aspiring youth. My long awaited dream came to life when I received mentorship under this program from Muhammad Shahzad Sadiq. He guided me on how to explore new avenues in practice and enlightened me about the integration of the work of CA firms and banks. This certainly has been a life changing experience for me."

Saad Ali, ACA (Lahore)

"It is no exaggeration to say this Mentorship Program was transformative – both professionally and personally. Most of the young and newly qualified chartered accountants spend a good early part of their professional lives trying to switch from one job to another or from one industry to another without having a clear idea of how to plan their careers. This program has helped me to think in a direction that leads to ultimate success. I really thank my mentor, Shakaib Arif who increased my motivation and guided me in the right professional direction."

Saad un Nabi Khan, ACA (Karachi)

"When I first came across the ICAP Mentorship Program, the decision to be a part of it was almost spontaneous. What amazed me the most about my mentor, Roshan Mehri, was her ability to provide simple, practical solutions to my professional dilemmas. I cherish my decision as the program provided me guidance and support for excelling in corporate world, and I hope it helps all other mentees as well."

Karim Bux, ACA (Karachi)

Oprah Winfrey, American artist said, "A mentor is someone who allows you to see the hope inside yourself." After my first mentorship session I already saw myself as a more confident individual. The experience of meeting my mentor and going through a session of self-reflection was what counted the most. We are literally living in an age where materialism is celebrated and where we are drowning in information. Insights from my mentor Feroze Jehangir Cawasji under Mentorship Program served as wisdom for me. I am grateful to ICAP for initiating such a valuable program like mentorship and I encourage the Institute to move ahead with the program on a bigger scale."

Saqib Siddiqui, ACA (Karachi)

"I signed up with ICAP's Mentorship Program hoping to get the career counselling but I got more than that! Career break put me in devastation but my mentor Muneeza Butt, not only guided me through choices and preferences, but also helped me to eliminate the fear of rejection due to career break. She simply pushed me through my adversity faster. After my sessions, I felt more confident and composed and now I am a proud mother, a happy wife and a hardworking colleague. Thanks to ICAP for starting such a brilliant program for members and students. I hope everyone understands its importance and try to get benefit from the availability of successful professionals around us, who, in normal circumstances cannot be easily approached."

Sana Asif, ACA (Karachi)

# **Start Forming your Teams for NFO 2019**

#### What's this all about?

National Finance Olympiad (NFO) is a unique initiative by The Institute of Chartered Accountants of Pakistan (ICAP) in collaboration with Unilever Pakistan to bring to limelight the talent of finance and accounting professionals. The concept of NFO has been conceived to entice finance professionals in a truly innovative way towards continuing with their professional development.

NFO is a unique combination of testing skills, showcasing talent and basking in the glory of triumph. The exciting program provides a unique opportunity to finance professionals working in industry and professional firms to come together, compete and celebrate their competence. The objectives are to encourage participants to step up their knowledge and application of accounting, finance and governance standards, facilitate networking and recognise finance talent. The event, while fostering an environment of competition, also focuses on building knowledge, sharing culture and celebrating team work. All finance professionals working in industry and professional firms can participate in this mega competition.

### Why bother?

Wondering why you should participate in the megafinance competition?

- It's knowledgeable! Revise your knowledge in accounting and finance area, refine your team management, strategic thinking and presentation skills.
- It's rewarding! Networking with finance professionals from top companies across Pakistan, a chance to represent your organisation and yourself in front of senior management of top companies across Pakistan, exciting prizes waiting for top 3 teams.
- It's simply fun! Do we need to say more?

### Can't wait to register?

Registrations will open soon for all finance professionals working in industry and firms.

## **Message from Our Proud Winners!**

"The journey towards becoming National Finance Champions 2018 has been an engrossing one. We thoroughly enjoyed the competition and are honoured to be adjudged as the Champions. We would like to thank ICAP and Unilever for conducting such a well-organised competition and our Institute, The Professionals' Academy of Commerce (PAC), for believing in us and giving us an opportunity to

represent such a prestigious icon of academic excellence. We encourage all the finance professionals to take part in future NFOs and don't miss out on what is surely becoming a flagship competition for our profession."

### **National Finance Champions 2018**

#### - The Professionals' Academy of Commerce

"Winning National Finance Olympiad (NFO) 2017 was not merely a prestigious honour, moreover this award is a fitting testament to all the hard work and determination put in to achieve a particular aim. To be recognised as National Finance Champions is earning a huge accolade and we are privileged to receive this award. The recognition has encouraged us to enhance our professional development. The journey towards becoming the Champion was an enriching experience through which we met some outstanding people. The competition provided a unique opportunity to build relationships with an accomplished, inter-disciplinary crowd.

We encourage all the finance professionals to participate in future NFOs and grab this incredible opportunity of becoming part of a flagship competition for our professional development. It is a platform where we can exhibit our professional potential."

#### **National Finance Champions 2017**

#### - EY Ford Rhodes

"It's an honour to be the National Finance Champion 2016 and to receive such recognition from the most prestigious organisation of Pakistan doubles the impact. This competition helped us upgrade our presentation and decision-making abilities, time management and group building. We feel honoured to represent Gadoon Textile on this mega event and this achievement augments the attitude of continuous Investment in human capital adopted by the company."

## National Finance Champions 2016

#### - Gadoon Textile Mills Ltd.

"National Finance Olympiad is a unique and intriguing competition that pushed us out of the comfort zone, challenging ourselves to perform better at every step. Winning the competition was not easy and it was an extraordinary learning experience which we will cherish for many years. Team Engro will always be the first National Finance Champion ever and this title is a prestige in its own way!"

#### **National Finance Champions 2015**

- Engro Corporation

# PAIB Committee Publishes Industry Specific Guidelines

The Institute of Chartered Accountants of Pakistan (ICAP) Professional Accountants in Business Committee (PAIBC) has published two more industry specific guidelines on textile and power sector of Pakistan.

The objective of industry specific guidelines is to provide head start to young chartered accountants and other finance professionals willing to join specific sectors. The two guidelines published earlier were on Pharmaceutical industry & Exploration and Production sector. PAIBC is committed to support ICAP members in their professional development through various initiatives.

All published guidelines are available online at ICAP PAIBC website, https://www.icap.org.pk/paib/#portfolio and at IFAC Knowledge Gateway.

To provide any feedback regarding the guidelines, please email at paib@icap.org.pk.

## Toastmasters International Declares Pakistan as Territorial Council

Toastmasters International (TI), an organisation that teaches public speaking and leadership skills through a worldwide network of clubs, recently awarded Pakistan the status of Territorial Council (District 122-TC). This is a monumental achievement, putting Pakistan on the world map along with other countries and open doors for official support, patronage and training to aspiring leaders and speakers in Pakistan, directly from TI.

The District 122-TC management, as appointed by TI, is: DTM Sameer Hamid Dodhy (Territorial Council chair, equivalent to district director), DTM Zaid Kaliya, FCA (Program Quality director) and DTM Talha bin Hamid, FCA (Club Growth director).

It is a proud moment for The Institute of Chartered Accountants of Pakistan (ICAP) fraternity that two of the three leading positions have gone to chartered accountants, once again emphasising the leading role of ICAP in fostering and growth of Toastmasters movement and, by extension, world class communication and leadership skills training, in Pakistan.

ICAP has been extending its support to this activity by establishing Toastmaster Clubs in Karachi, Lahore, Islamabad, Multan and Faisalabad and patronising Toastmaster events under the leadership of the two vice presidents Sharif Tabani and DTM Iftikhar Taj and chairman Professional Accounting in Business (PAIB) Committee Khalilullah Shaikh.

## CA Toastmasters Club Karachi Holds Speech Contest







CA Toastmasters Club, Karachi held the first-ever **All Karachi Inter Club Speech Contest** on June 16, 2019 at The Institute of Chartered Accountants of Pakistan (ICAP) Head Office, Karachi. Toastmasters Club all over Karachi were invited to participate in this big event. There were ten participants representing the following clubs of Karachi: CA Toastmasters Club; Karachi Toastmasters Club; Express Toastmasters Club; Hub Toastmasters Club; Bayer Toastmasters Club; and Alkaram Toastmasters Club.

The contest began with the National anthem followed by welcome speech by TM Syed Anas. He invited Distinguished Toastmaster (DTM) Sameer Hamid Dhodhy to continue with the proceedings of the event, who briefed the audience about the history and significance of Toastmasters International. The contest chair, Madam



Toastmaster (MTM) Saima Shahzad was introduced and conducted the proceedings from thereon.

The first speaker was TM Fahad Hashmi who spoke on 'Act before you regret.' The second speaker was TM Hasan Javed who spoke on 'Purpose of being.' The third speech was by DTM Talha Bin Hamid on 'Lullabies.' He was followed by the internationally acclaimed DTM Zaid Kaliya who presented on 'Three magical words.' The fifth speaker was TM Jahanzeb Muhammad Khan who explained the struggles of a newly married life in his speech on 'From tug of war to tug of love.' MTM Pirah Abro spoke on 'We grow because we struggle, we fall because we forgo empathy' followed by TM Shahzad on 'Getting better and better.' TM Rashid Dastagir gave a speech titled 'Superwoman,' in honour of his mother. MTM Saadia Akbar spoke about 'Tell the world how good you are' followed by MTM Faryaah Iqbal on 'Stairs.'

The chief guest, DTM Iftikhar Taj, vice president ICAP and DTM Zunair, CFO Lahore University of Management Sciences (LUMS), both addressed the audience about



the significance of public speaking skills in leadership all across the world. TM Talha Bin Hamid, president Karachi Toastmaster Club and GM Internal Audit Alkaram Textile, secured third place in the contest. DTM Zaid Kaliya, CFO Shield Corporation and founding president CA Toastmasters Club Karachi, came second. TM Rashid Dastagir, CFO Century Paper & Board Mills Limited and president CA Toastmasters Club Karachi, won the competition. Iftikhar Taj distributed the certificates to the participants and recognised the efforts of the organising committee.

## **CA Toastmasters Club, Lahore**







Meeting No. 169.

Meeting No. 168.

eeting No. 168 of the CA Toastmasters Club, Lahore was organised on June 12, 2019 at The Institute of Chartered Accountants of Pakistan (ICAP) regional office. Toastmaster of the meeting was TM Ghulam Abbas whereas, presiding officer was the president of the club, TM Mustafa A. Khan. The general evaluator was TM Latif Sagi. The roles of Grammarian, Timer, Ah-Counter and Vote Counter were performed by Assadullah Khan, TM Muhammad Asim, Waseem Igbal and TM Mudasser Ashfag. In the Prepared Speeches session, the first speech was delivered by TM Faraz Rafiq titled 'How to persuade others' which was evaluated by TM Adnan Khokar; TM Abubakar delivered his speech titled 'Power of concentration' which was evaluated by TM Saad Hassan; and TM Amir Chughtai gave his speech titled 'Always ask question' which was evaluated by DTM Shahid Jamal Kazi. The award for Best Prepared Speaker was won by TM Faraz Rafiq and Best Evaluator was won by DTM Shahid Kazi. The Thinking Practice session was conducted by Table Topic Master, TM Ahsan Yousuf, who called various members and guests on stage to speak impromptu on different topics. This session was evaluated by DTM Shahid Kazi. The award for the Best Table Topic Speaker was won by TM Ghulam Abbas.

Meeting No. 169 was organised on June 26, 2019 at ICAP regional office. Toastmaster of the meeting was TM Muhammad Asim whereas, presiding officer was the president of the club TM Mustafa A. Khan. The general evaluator was TM Ghulam Abbas. The roles of Grammarian, Timer, Ah-Counter and Vote Counter were performed by Mudasser Ashfaq, TM Faraz Rafiq, TM Ahsan Yousuf and TM Nouman Tahir. In Prepared Speeches session, the first speech was delivered by TM Ghulam Abbas titled 'Ice breaker: learning of life' which was evaluated by TM Mustafa A. Khan, TM Mudasser Ashfaq delivered his speech titled 'A glance at IMF and

Pakistan' which was evaluated by TM Saad Hassan and TM Mustafa A. Khan gave his Impromptu speech titled 'How Toastmaster Club changes your life' which was evaluated by TM Ghulam Abbas. The Thinking Practice session was conducted by Table Topic Master, TM Adnan Khokar, who called various members and guests on stage to speak impromptu on different topics. This session was evaluated by TM Latif Saqi. The award for the **Best Table Topic Speaker** was won by TM Saad Hassan.

The regular meetings of the CA Toastmaster Clubs are held on alternate Wednesdays of each month. Guests can also join in without any hesitation to witness the proceedings of the meetings.

## **ICAP Toastmasters Club, Islamabad**



TM Usama Nadeem, TM Jamal Ahmed and TM Farwa Fatima.

Meeting No. 73 of ICAP Toastmasters Club Islamabad washeldonJune 20, 2019 titled 'Allis well!' The presiding officer and Toastmaster of the evening was president-elect TM Mudassar Ghulam Nabi. He elaborated the theme of the meeting and highlighted its worldly and spiritual meanings. He introduced the role players and explained the methodology behind a typical meeting.



Meeting No. 73.

The word of the day, Fumble, was introduced as well by the Grammarian/Word Master. TM Mudassar then made way for Table Topics Master, TM Athar Ahmed, who actively involved the members and guests in the session.

In Prepared Speeches, TM Farwa Fatima presented her project. In General Evaluation session, the general evaluator TM Zeshan Saif gave feedback on conduct of the meeting, punctuality and actions of the various role players. TM Anas, one of the guests invited from Islamabad Toastmasters Club, evaluated the Table Topics session. TM Usama Nadeem, president ITC, evaluated the speech of TM Farwa.



Outgoing Executive Committee 2018-19.

**Best Table Topic Speaker:** TM Shamam Khan; **Best Prepared Speaker:** TM Farwa Fatima **Best Evaluator:** TM Usama Nadeem; and **Best of Big 3:** TM Mudassar Ghulam Nabi.

As June ended, the term of Executive Committee 2018-19 was set with TM Malik M. Omair as club President. The Executive Committee consisted: TM Faisal Khan, immediate past president; TM Mudassar Ghulam Nabi, VP Education; TM Mustafa Javaid, VP Membership; TM M. Khizar, VP Public Relations; TM Mohsin Ishtiaq, Treasurer; TM Xara Tareen, Secretary and TM Zeshan Saif, Sergeant at Arms. We hope that the new Executive Committee will do even better and wish them all the luck for their term.



## **ICAP TMC ISB 2018-2019**

Review

- First club to achieve Presidents Distinguished Club Award 2018-2019
  - (Highest recognition awarded by Toastmasters International USA)
- First 3 Pakistanis to complete level 1 of pathways and level 2
- Coordinated and organised Club Officer Training
- Coordinated and successfully conducted 2 training sessions in FBR
- Judges for TED Talks and Presentation Contest in NUST EME
- Flag hoisting ceremony on August 14, 2018
- Initiated and successfully organised 250 trees plantation – Go Green
- Initiated and successfully organised Badminton Tournament
- · Organised Evaluation Contest
- · Organised Speech Contest
- Coordinated and successfully organised Public Speaking seminar in NUST EME

- Smedley Award from Toastmasters International USA
- Talk up TM Award from Toastmasters Interanational USA
- Initiated and conducted education session evaluating the speech of World Speaking Champion
- Organised Table Topics Contest
- · Finalists in TM Summit in Lahore
- Initiated and successfully organised cleanliness drive
- Initiated and organised a joint session of all Toastmasters Clubs
- · Initiated members profiling on FB page
- Initiated, organised and conducted Speechcraft Program in NUST EME
  - (First time in ten years history in Rawalpindi-Islamabad)
- Successful implementation of Mentor Mentee Program





### overseas news

# **Eid Get-Together Events in Australia**

The Managing Committee of the Australia Chapter of The Institute of Chartered Accountants of Pakistan (ICAP) members organised **Eid Get-Together** events in Melbourne, Sydney and Brisbane, for its members and accounting professionals with their families.

In **Melbourne**, Muhammad Kamran and Izhar Nabi Khan, chairman and head of Finance of the Australia Chapter of ICAP members respectively, organised a lunch get together on June 10, 2019. On this occasion, Kamran, while engaging with the members, identified the importance of Continuing Professional Development (CPD) activities to increase knowledge of members particularly about local corporate, taxation & labour laws, and financial planning tools. Izhar shared that Managing Committee is assessing the feasibility of organising at least two CPD events per year in each of the cities, Melbourne, Sydney and Brisbane. The event was attended by a number of members who were impressed with the organisation and found it a memorable gathering.



Melbourne.

In **Sydney**, a dinner was organised on June 15, 2019. Farrukh Ansar Khan, vice chairman, availing the opportunity to engage with a large gathering of ICAP members, emphasised on the need to prepare well for the International Pathway Program workshops being organised by the Chartered Accountants Australia and New Zealand (CA ANZ), by focusing on the competencies being tested. Ashar Osama, joint secretary, proposed to set up regular catch up meetings with the Sydney based members to discuss avenues for CPD and professional placement opportunities.



In **Brisbane**, the members and other accounting professionals, in keeping with Australian traditions, attended an 'Australian Barbie' event organised by Shoaib Irshad, secretary, on June 23, 2019. For those who are not aware, 'the Australian Barbie' – a BBQ event, is a huge part of the Australian culture. The event provided a great leisure break for the attending members and accounting professionals.



These events were organised with a view to increase interactions among members and other accounting professionals, which is one of the primary objectives of establishing Australia Chapter of ICAP members.

The events were a great success as these were attended by a large number of members and accounting professionals. A number of participants revelled the initiative and called for organising more such events in future.

## 🕸 technical update

## **Update:**

### **ICAP**

ICAP publishes First Year Experience of revised Auditor's Report in Pakistan: The Institute of Chartered Accountants of Pakistan (ICAP) vide Circular 3 of 2019 (dated July 2, 2019) has shared its study on the first year implementation of new auditor's report in Pakistan. The study analyses the Key Audit Matters (KAM) reported for the first time by listed entities in Pakistan. Further, a sample compilation of KAMs as reported in the annual reports of listed entities has also been compiled and uploaded on the Institute's website. The publications can be found on the links below:

http://www.icap.net.pk/nar;

http://www.icap.net.pk/wp-content/uploads/2019/07/ Sample-KAMs-Final-for-website-Volume-1.pdf; http://www.icap.net.pk/wp-content/uploads/2019/07/ Sample-KAMs-Final-for-website-Volume-2.pd

## **Update:**

# **Local Corporate Regulatory Framework**

SECP issues amendments in Non-Banking Finance Companies and Notified Entities Regulations 2008: The Securities & Exchange Commission of Pakistan (SECP) vide S.R.O 639(I)/2019 (dated June 20, 2019) made amendments to Non-Banking Finance Companies and Notified Entities Regulations 2008. The amendments include:

- Minimum information to be given in advertisement for inviting deposits;
- Exposure limits for micro financing have been revised:
- Asset Management Company need to appoint a trustee, who is registered with SECP for applying for registration of close/open end schemes; and
- Other revisions relate to amendments in constitutive documents, appointment of auditor and collective investment scheme.

The amendments can be accessed at:

https://www.secp.gov.pk/document/sro-639-i-2019-notification-of-draft-amendments-to-the-non-banking-finance-companies-and-notified-entities-regulations-2008-nbfc-regulations-2008/?wpdmdl=35128

**SECP issues amendments in the Listed Companies** (**Buy-Back of Shares**) **Regulations 2019:** The SECP vide S.R.O 658(I)/2019 (dated June 25, 2019) made amendments to Listed Companies (Buy-Back of Shares) Regulations 2019. Consequent to these amendments in Clause (d) of Regulation 11, the restriction period on buy-back of shares by a purchasing company has been increased from six months to three years from the last date of subscription by shareholders in respect of further issue of capital. Further, an explanation has been added that such further issue of capital shall not include issue of bonus shares.

**SECP issues Securities & Exchange Commission of Pakistan (Search and Seizure) Rules 2019:** The SECP vide S.R.O 713(I)/ 2019 dated (July 1, 2019) issued Securities & Exchange Commission of Pakistan (Search and Seizure) Rules 2019. These rules regulate the procedure relating to search of places, buildings and vessels etc. and seizure of documents by the investigating officer of SECP. The rules can be accessed at:

https://www.secp.gov.pk/document/search-and-seizure-rules-2019/?wpdmdl=35216

**SECP** amends the Public Sector Companies (Corporate Governance) Rules 2013: The SECP vide S.R.O 715(I)/2019 (dated July 1, 2019) issued amendments to the Public Sector Companies (Corporate Governance) Rules 2013. The amendments substitute the terms 'Ordinance' with 'Act' and 'Commission' with 'Federal Government' at specified places of the Rules.

**SECP** issues draft Collateral Management Companies Regulations 2019: The SECP vide S.R.O 717(I)/2019 (dated July 2, 2019) issues draft Collateral Management Companies Regulations 2019. These regulations regulate the process for establishment and registration of collateral management company and explains its scope, duties and responsibilities along with other consequential matters, such as accreditation of warehouses, warehouse receipts, disciplinary procedures, inspection and investigation etc. The draft regulations can be accessed at:

https://www.secp.gov.pk/document/sro-717-i2019-notification-of-draft-collateral-management-companies-regulations-2019/?wpdmdl=35209

**SECP** issues draft Corporate Rehabilitation Regulations 2019: The SECP vide S.R.O 721(I)/2019 (dated July 4, 2019) issued draft Corporate Rehabilitation Regulations 2019 under the Corporate Rehabilitation Act 2018. These draft regulations regulate the process and eligibility criteria for inclusion in the panel of insolvency



experts. The draft regulations can be accessed at: https://www.secp.gov.pk/document/sro-721-i-2019-notification-of-draft-corporate-rehabilitation-regulations-2019/?wpdmdl=35234

SECP amends Employees Contributory Funds (Investment in Listed Securities) Regulations 2018: The SECP vide S.R.O 722(I)/2019 (dated July 4, 2019) issued the draft amendment to the Employees Contributory Funds (Investment in Listed Securities) Regulations 2018. The amendment proposes to increase the time period for adhering to the investment limits prescribed by the Regulations, from 'one year' to 'three years.'

SECP issues circular regarding Annual Financial Statements and Notices of General Meetings: The SECP vide Circular 10 of 2019 (No. EMD/Misc./D-III/2010-154) dated July 3, 2019 has consolidated the applicable requirements for filing of annual financial statements and notices of general meetings with the SECP and dissemination of notices to general public, pursuant to provisions of Companies Act 2017. The Circular can be accessed at:

https://www.secp.gov.pk/document/circular-no-10-of-2019/?wpdmdl=35237

**SECP** issues draft amendments to the Shariah Governance Regulations 2018: The SECP vide SRO 755(I)/ 2019 (dated July 5, 2019) has proposed draft amendments to the Shariah Governance Regulations 2018. The amendments propose to specify the following:

- Shariah compliance status of companies listed on the PSX All Shares Islamic Index till December 31, 2019;
- Refers to the criteria for availing tax rebate;
- Maximum amount on raising or investing in loan on interest:
- Time limit for using prevailing Shariah screening criteria; and
- Disposal of Shariah non-compliant investments.

The draft amendments can be accessed at: https://www.secp.gov.pk/document/draft-amendments-to-the-shariah-governance-regulations-2018/?wpdmdl=35268

## **Update:**

## International

#### **Financial Reporting**

**IFRS Foundation publishes IFRS Taxonomy formula linkbase 2019:** The International Financial Reporting Standards (IFRS) Foundation on July 11, 2019 published

the IFRS Taxonomy formula linkbase 2019. It can be used with software tools that support the XBRL formula specification 1.0.

The IFRS Taxonomy formula linkbase can help with validating, and thereby improving, the reliability of values reported using the IFRS Taxonomy and the XBRL technical format. Further details can be accessed at: https://www.ifrs.org/news-and-events/2019/07/ifrs-taxonomy-formula-linkbase-2019-now-available/

### IFRS Foundation launches New Quarterly Podcasts:

The IFRS Foundation on July 5, 2019 published the first of a new quarterly podcast focusing on the work undertaken by the International Accounting Standards Board (IASB) and the IFRS Interpretations Committee to support consistent application of IFRS Standards. The podcasts will report on discussions at meetings of the Interpretations Committee and provide an overview of other relevant activities in the period.

Among the topics covered in this podcast are questions about applying the new financial instruments, revenue recognition and leases Standards—IFRS 9, IFRS 15 and IFRS 16—as well as the accounting for holdings of cryptocurrencies. The podcast can be accessed at: https://www.ifrs.org/news-and-events/2019/07/ifrs-foundation-launches-new-quarterly-podcast/

IASB publishes new webinar on Overview of Exposure Draft Amendments to IFRS 17: The IASB on June 26, 2019 released new webinar on Overview of Exposure Draft Amendments to IFRS 17. The webinar can be accessed at:

https://www.ifrs.org/news-and-events/2019/07/ new-webinar-available-overview-of-exposure-draftamendments-to-ifrs-17/

**IASB** publish Exposure Draft for Proposed amendments to IFRS 3: The IASB on June 27, 2019 published the June podcast discussing the following developments:

- Goodwill and Impairment;
- Primary Financial Statements;
- Rate-regulated activities;
- Financial Instruments with Characteristics of Equity; and
- Business Combinations Under Common Control.

Further details can be found on the link below: https://www.ifrs.org/news-and-events/2019/06/june-iasb-podcast-now-available/

IASB consults on amendments to Aid Implementation of IFRS 17: The IASB on June 26, 2019 issued proposed amendments to Insurance Contracts standard, IFRS

17, 'Exposure Draft Amendments to IFRS 17' for public consultation. The aim of the amendments is to continue supporting implementation by reducing the costs of implementing the Standard and making it easier for companies to explain their results to investors and other stakeholders. The amendments cover the following areas:

- Additional scope exclusions;
- Allocation of acquisition costs to expected contract renewals;
- Attribution of profit to service relating to investment activities;
- Extension of the risk mitigation option;
- Reduced accounting mismatches for reinsurance;
- Simplified balance sheet presentation; and
- Additional transition reliefs.

The proposed amendments are designed to minimize the risk of disruption to implementation already underway. They do not change the fundamental principles of the Standard or reduce the usefulness of information for investors. In the light of the proposed amendments, the Board has also proposed to defer the effective date of the Standard by one year to 2022. The comment deadline is September 25, 2019. The Exposure draft can be accessed at:

https://www.ifrs.org/-/media/project/amendments-to-ifrs-17/ed-amendments-to-ifrs-17.pdf?la=en

**Webcast on Borrowing Costs and Revenue Recognition:** The IASB on June 24, 2019 published webcast discussing the application of IAS 23 and its interaction with IFRS 15 Revenue from Contracts with Customers, in the context of the agenda decision on 'over time transfer of a constructed good' recently published by the IFRS Interpretations Committee. The webcast can be accessed at:

https://www.ifrs.org/news-and-events/2019/06/webcast-agenda-decision-borrowing-costs-and-revenue-recognition/

**June 2019 IFRIC Update:** The June 2019 IFRS Interpretations Committee Update (IFRIC Update) has been published on June 21, 2019. The following topics were discussed:

- Fair Value Hedge of Foreign Currency Risk on Non-Financial Assets (IFRS 9 Financial Instruments);
- Compensation for Delays or Cancellations (IFRS 15 Revenue from Contracts with Customers);
- Lessee's Incremental Borrowing Rate (IFRS 16 Leases);
- Lease Term and Useful Life of Leasehold Improvements (IFRS 16 Leases and IAS 16 Property, Plant and Equipment);
- Presentation of Liabilities or Assets Related to Uncertain Tax Treatments (IAS 1 Presentation of Financial Statements);

- Disclosure of Changes in Liabilities Arising from Financing Activities (IAS 7 Statement of Cash Flows);
- Subsequent Expenditure on Biological Assets (IAS 41 Agriculture);
- Holdings of Cryptocurrencies;
- Costs to Fulfil a Contract (IFRS 15 Revenue from Contracts with Customers);
- Subsurface Rights (IFRS 16 Leases);
- Effect of a Potential Discount on Plan Classification (IAS 19 Employee Benefits);
- Sale of a Single Asset Entity Containing Real Estate (IFRS 10 Consolidated Financial Statements);
- Lack of Exchangeability (IAS 21 The Effects of Changes in Foreign Exchange Rates);
- Matters Reported to the Board; and
- Committee Work in Progress.

Further details of the IFRIC update can be accessed at: https://www.ifrs.org/news-and-events/2019/06/june-2019-ifric-update-published/

**June 2019 IASB Update:** The June 2019 IASB Update has been published on June 21, 2019 and the work plan has been updated. The topics discussed at the June meeting were:

- Primary Financial Statements;
- Rate-regulated Activities;
- Goodwill and Impairment;
- SME Standard review and update;
- Financial Instruments with Characteristics of Equity;
- Business Combinations under Common Control; and
- Implementation Matters—Property, Plant and Equipment: Proceeds before Intended Use (Amendments to IAS 16).

Further details of the IASB update can be accessed at: https://www.ifrs.org/news-and-events/2019/06/june-2019-iasb-update-published/

#### **Audit and Ethics**

**IAASB June 2019 meeting highlights:** The International Auditing and Assurance Standards Board (IAASB) on June 24, 2019 published the highlights for its June 2019 meeting. The meeting includes discussion on the following areas:

- ISA 315 (Revised);
- Agreed-upon procedures;
- Audit Evidence;
- Extended External Reporting;
- Professional Skepticism;
- Auditor Reporting;
- IASB update; and
- IESBA coordination.

Further details can be found on the link below: https://www.ifac.org/news-events/2019-06/iaasb-june-2019-meeting



**IESBA eCode Launch:** The International Ethics Standards Board for Accountants (IESBA) issued the revised and restructured International Code of Ethics for Professional Accountants in April 2018. IESBA launched its eCode, on June 26, 2019. eCode is a web-based tool that is designed to deliver the restructured code in a digital format, developed by IESBA with the objective to support the adoption and effective implementation of the restructured code. Further details can be found on the link below:

https://www.ifac.org/news-events/2019-06/global-ethics-board-launches-ecode-takes-usability-and-accessibility-code-ethics

#### **IESBA June 2019 meeting highlights**

The IESBA on June 24, 2019 published the highlights for its June 2019 meeting. The meeting includes discussion on the following areas:

- Key developments;
- Role & Mindset;
- Non-Assurance Services;
- Fees: and
- eCode.

Further details can be found on the link below: https://www.ifac.org/news-events/2019-06/iesba-june-2019-meeting-highlights-podcast

**IPSASB eNews July 2019:** The International Public Sector Accounting Standards Board (IPSASB) held its second meeting of 2019 from June 18-21, 2019 in Toronto, Canada. The following matters were discussed:

- Public Sector Specific Financial Instruments;
- Improvements;
- Leases:
- Infrastructure;
- Heritage;
- Revenue with Performance Obligations;
- Revenue without Performance Obligations;
- Transfers: Expense;
- Meeting Podcast; and
- Next Meeting.

Further details can be found on the link below: https://www.ifac.org/news-events/2019-07/ipsasb-enews-july-2019

### **Update:**

## TAX

#### The Pakistan Single Window Act 2019

In order to ensure to simplify cross border trade processes and reduce cost of doing business by facilitating trade on national and international level, the Federal Board of Revenue (FBR) has issued a draft bill 'The Pakistan Single Window Act 2019' to establish a separate autonomous body namely National Single Window (NSW).

As per World Bank's report on Ease of Doing Business for 2019, Pakistan ranks at 142nd position in the 'Trading Across Borders' indicator. Pakistan has ratified the WTO's Agreement on Trade Facilitation on October 27, 2015, which inter alia stipulates the establishment of a NSW for managing a country's external trade.

NSW will provide a platform to those involved in trade and transport to lodge standardised information and documents using a single-entry point to fulfil all import, export and transit related regulatory requirements. The NSW governing Council will comprise of the federal minister for Finance, Revenue & Economic Affairs as its chairperson and other members to be appointed by the federal government.

# Annual statement of tax collected or deducted from monthly to biannual

The Federal Board of Revenue (FBR) vide Income Tax Notification S.R.O. 813(1)/2019 dated July 17, 2019 amended Rule 44 Income Tax Rules 2002 for submission of Annual statement of tax collected or deducted from monthly to biannual and omitted condition for filing same by the 15th day of the month following the month to which withholding tax pertains. The new dates specified following timelines, namely:

- a) in respect of the half-year ending on the June 30, on or before July 31; and
- b) in respect of the half-year ending on the December 31, on or before January 31.

#### STGOs allowing zero rating for utilities rescinded

The FBR vide STGO No. 100 dated June 29, 2019 has rescinded all Sales Tax General Orders allowing zero rated facility of sales tax on electricity, gas, coal, furnace oil and diesel oil to registered persons w.e.f. July 1, 2019.

#### Period for disposal of PE by Export Oriented Units

Export Oriented Units and Small and Medium Enterprises Rules 2008, which are applicable to the units licensed as export oriented units, registered under the Sales Tax Act 1990 as manufacturers-cum-exporters, has been amended vide S.R.O. 747(I)/2019 dated July 9, 2019, allowing disposal period for sale or otherwise dispose of plant, machinery, equipment and apparatus (PE) after completion of five years from the date of importation, at zero percent tax and duty. However, sale or disposal

before that shall be subject to following reduced rates of duty and taxes leviable at the time of importation:

- a) 100%, if sold or otherwise disposed of before three years from the date of importation;
- b) 75%, if sold or otherwise disposed of after three from the date of importation; and
- c) 50%, if sold or otherwise disposed of after four from the date of importation.

# SRB issues Special Procedure for collection and payment by insurance agents/brokers

Sindh Revenue Board (SRB) has issued Special Procedure Rules vide Notification No. SRB 3-4/22/2019 dated July 1, 2019 for collecting Sindh Sales Tax (SST) on services provided by insurance agents or insurance brokers, by inserting Section 31A in the Sindh Sales Tax on Services Rules 2011. Accordingly, they shall be required to register under Sections 24 or 24A or 24B of the Sindh Sales Tax of Services Act 2011, except those working entirely and exclusively, as an insurance agent or broker of an insurance company incorporated in Pakistan, duly registered under Sections 24 or 24A or 24B of the Act, provided that such that insurance company deducts and withholds the whole of the amount of SST payable on the services of such insurance agent or broker and deposits in the prescribed manner.

Further, consideration received by the insurance agent or broker, including the commission or fee or remuneration, from a person or an insurer not resident in Pakistan, such a consideration shall be treated as the tax inclusive value and the amount of tax shall be worked out on the basis of the tax fraction formula given in Clause (93A) of Section 2 of the Act, and shall be deposited the amount of tax involved on the services provided or rendered by him as an insurance agent or broker of the person or insurer not resident in Pakistan, in the prescribed manner, by the 15th day of the month following the tax period in which he receives the amount of consideration in his business bank account through banking channel and shall also file his return in the prescribed manner, within three days from the due date for payment of tax.

Besides the record prescribed under Section 26 of the Act, read with sub-rules (2) and (2A) of Rule 29 of these rules, the registered insurer incorporated in Pakistan shall also keep the record of the CNICs and NTNs of the insurance agents or insurance brokers providing or rendering the services of insurance agents or brokers to such an insurer.

# Member news

### **New Fellow/Associate Members**

The Institute welcomes the following fellow and associate members:

#### **Fellow Members**

S. No.	R-No.	Name
1.	5460	Umair Ahmed Khan
2.	5299	Imranud Din
3.	6167	Zeeshan Shahid
4.	5333	Raheel
5.	5543	Jawad Ahmad Affi Bhutta
6.	4802	Ahsan Saleem
7.	4825	Kamran Faroog

#### **Associate Members**

S. No.	R-No.	Name		
1.	10220	Saim Ud Din Baqai		
2.	10221	Faran Pirzada		
3.	10222	Muhammad Mueen Afzal		
4.	10223	Adan Abdul Raheem		
5.	10224	Hafiza Faryal Riaz Chatha		
6.	10225	Nimra Mehmud		

### **Life Members**

The Institute recognised the following life members:

S. No.	Name	Location
1.	Muhammad Sabihuddin (R-2767)	Karachi
2.	Saifullah Malik (R-2113)	Rawalpindi
3.	Irfan Ahmad (R-1441)	Karachi



Parents can only give good advice or put them on the right paths, but the final forming of a person's character lies in their own hands.

- Anne Frank

## hr news

# **Why We Need to Rethink Employer Brand**

A robust employer brand is a critical way to attract, engage, and retain the finest people. At a time when top talent is highly mobile, those are certainly worthy goals.

The researchers believe that 'the employer brand' should grow out of the company brand. In order to do this, it is important to obliterate the 'employer brand' tag and focus on building out a talent aspect as a significant part of the corporate brand.

Firstly, build a talent background that sets out the key qualities, behaviours and motivation managers want to see in their workforce, so the organisation can deliver on its total brand promise. Key talent criteria should be revamped depending on the position. For example, not just focus on technical skills but teamwork, empathy must be included.

Secondly, validation of the talent framework is very crucial. Workers who have to deal with the customers have the best knowledge of their requirements,

essentials and how work is done. Focus groups and questionnaires for these employees should include questions such as: Does these capture capabilities critical to our success? How do you think potential hires will react? and Do our values come visibly?

In order to have truthful feedback, it is imperative to ask employees about what needs to be changed in the organisation for retaining, motivating and attracting the competitive people over the long term. For example, while having a focus group session a question can be asked like, "What is the worst aspect of our culture?" may cause silence. At a global scale, employees feel they are not encouraged to express their problems – the reason why this happens is likely to generate richer responses.

Finally, the talent framework should be fully embedded into the business. This means incentivise the right behaviours so that qualities such as 'teamwork' are assessed and rewarded according to the best practices. – **Source: HBR** 

## **Training Session on Developing Transformational Leadership**

The Institute of Chartered Accountants of Pakistan (ICAP) Human Resources department organised a training session on **Developing Transformational Leadership** by Asma Umar, organisational psychologist and corporate trainer, was held in Karachi on July 12-13, 2019. The training consisted of different team building

exercises, leadership, and personality test to make the participants understand their personality and leadership styles. This session was also attended by Iftikhar Taj, vice president ICAP. The certificates were presented by Iftikhar Taj and Syed Masood Akhtar, secretary ICAP to the participants.



# student section

# Trainees' Induction Fair, Karachi



The Institute of Chartered Accountants of Pakistan (ICAP) Directorate of Education and Training organised a **Trainees' Induction Fair** on July 3, 2019 to provide a platform of training opportunities to the Certificate in Accounting and Finance (CAF) qualified students. The secretary ICAP, Syed Masood Akhtar; senior director Education and Training, Omair Jamal and deputy director Education and Training, Salman Abbasi, nurtured the initiative. The theme of the event was set by manager Education and Training, Syeda Hoor UI Ain which revolves around a plenary session and an open house arrangement for 'on the spot induction' of the aspiring trainees.

The event started with a greeting speech delivered by assistant manager Facilitation, Shahnawaz Ali Abro followed by the recitation from the Holy Quran. ICAP corporate video was showcased to the audience highlighting the achievements of the Institute. Syed Masood Akhtar delivered his welcome address. He highlighted the students about the training opportunities available in the market and stressed on exhibiting professionalism in their personal and professional lives. He expressed his gratitude to the keynote speaker and chief guest M. Sharif Tabani, vice president ICAP, and Syed Najmul Hussain, Council member, respectively.

Sharif Tabani delivered the keynote speech on 'Prevalent economic conditions and potential training opportunities for the future development of aspiring chartered accountants.' He emphasised on the role of ICAP facilitation centre to provide with the necessary quidance to all walk-in students.

The plenary session held on 'Skill-set expected from the aspiring chartered accountants to lead a trajectory of success on fast track' with the aim to stimulate professional awareness among the students by bringing together experts to discuss the training opportunities available in Pakistan and abroad. The seven panellists included: Principal ARTT, Ahmad Raza; ICAP Council member and chairperson CA Women Committee Hina Usmani; partner BDO Ebrahim & Co. Zulfigar Ali Causer; principal KnS Sajid Kapadia; general manager and head of Internal Control Unit Habib Bank Limited Naveed Aslam: director Finance and Commercial Unilever Pakistan M. Naveed Ghani Hashmi; and partner Mazars M. F. & Co. Shabbir Yunus. All the panellists spoke in length to bring a paradigm shift in the mindset of the students to make them realise that all Training Organisations (TOs) have their own facets of specialisation. They highlighted the fact that the scope of learning is broader in small and medium sized auditing firms as compared to large



auditing firms. All the speakers highlighted the role of TOs in opening a new avenue of technical learning and expanding the professional horizon for trainee accountants. The plenary session was moderated by Syeda Hoor UI Ain. The Q&A session was held at the end where the chief guest, Syed Najmul Hussain, answered the questions of the students and presented shields to all panellists. He thanked the guests and wished good luck to all aspiring trainees for exciting training opportunities at the Open House Session.

In the end, Syed Masood Akhtar presented flower bouquets to Syed Najmul Hussain and Sharif Tabani as a token of appreciation.

The event proceeded further with the Open House session where around 14 audit firms staged their stalls to guide and interview the students about the training opportunities. Hina Usmani visited the Open House to

22



boost the morale of the students. Chairman Education and Training Committee (ETCOM), Syed Najmul Hussain, visited all the stalls and awarded certificates of participation to the TOs. He took feedback from the HR managers about the students. The students found many interview opportunities and learnt more about the training options beyond their expectations. TOs shared their positive responses with the organisers' team present at the event. The event concluded at lunch.



L to R: Syeda Hoor Ul Ain; Syed Masood Akhtar; Hina Usmani; Syed Najmul Hussain; Sharif Tabani; Salman Abbasi; Zulfiqar Ali Causer; Naveed Aslam; M. Naveed Ghani Hashmi; Shabbir Yunus; Sajid Kapadia; and Ahmad Raza.

# **Trainees' Induction Fair, Lahore**



"he Institute of Chartered Accountants of Pakistan (ICAP) organised the Trainees' Induction Fair (Round 2) on July 10, 2019 at Lahore. The event was organised to facilitate the students who are in search of the Training Organisations. With the help of this event, students could communicate and drop their resumes to various Training Organisations (TOs) under one roof. This was the second induction fair of the year. ICAP invited the guests from Training Organisations inside Practice (TOiP) and Training Organisations outside Practice (TOoP) to respond to the queries of students and guide them. The chief guest was Iftikhar Taj, vice president ICAP. Other distinguished guests were: Irfan Illyas, sole proprietor Irfan & Co., Nasir Munir, partner Horwath Hussain Chaudhury & Co., and Mansoor Zaighum, head of Finance Allied Bank Limited.

The session started with the recitation from the Holy Quran followed by the National Anthem. Anayat Ullah Khan, senior manager Education & Training, directly started the Q&A session to address the concerns of the students related to professional grooming, selection of TOs and other perspectives. The gueries were responded by the panellists, who motivated the students to be clear in their decisions and be productive. 16 firms participated and set up their stalls. There were over 90 vacancies in these TOs. 62 students attended Trainees' Induction Fair, who visited the stalls and dropped their CVs to apply in TOs. The following firms participated in Trainees' Induction Fair: A. Aziz Chaudury & Co.; Allied Bank Limited (ABL); Ale Imran & Co.; Amin Mudassar & Co.; Hameed Zahid & Co.; Hasnain Ali & Co.; Irfan &



# CA Newsletter



Co.; Ishtiaq Rana & Co.; Javaid, Jalal, Amjad & Co.; Mian Naeem Asif Rashid & Co.; Muniff Ziauddin & Co.; Shafiq & Co.; Tariq Abdul Ghani Maqbool & Co.; Uzair Hammad Faisal & Co.; Zahid Jamil & Co.; and Zahid Noor & Co.

The event concluded as lunch for guests and refreshments for attendees. This event was highly appreciated by the students and helped the students to apply for their induction conveniently.

# **Trainees' Induction Fair, Islamabad**











The Institute of Chartered Accountants of Pakistan (ICAP) organised **Trainees' Induction Fair** at Islamabad on July 11, 2019. Eight firms participated in the fair by giving presentations and putting up their stalls. The event was attended by 49 students.

The guest speakers were Aneel Peter and Waheed Iqbal. Being an active member of ICAP Toastmasters Club Islamabad, Aneel Peter conducted a session on improvement of leadership qualities in students; he also highlighted the significance of understanding the role of communication skills in today's business world. He counselled students to broaden their horizon by applying to all approved firms be it small or big. Waheed Iqbal helped the students to understand what qualities a firm seeks while hiring students. To grow as a professional, a student has to be really passionate.

The students interacted with firms at their stalls, which shared their vacancies and collected resume from prospective students. The chief quest was chairman Northern Regional Committee (NRC), JehanZaib Amin. He conducted a session with the students on better performance in exams, induction procedures, and how ICAP is arranging different events for the students to help them with exam preparation. He also encouraged students to join the Toastmasters Club so that they can learn new ways to improve their communication skills. The certificates were distributed at the end with a group photograph of the firms' representatives. The event concluded at lunch. The firms who participated in the event were: Agha Mujeeb & Co.; BDO Ebrahim & Co.; EY Ford Rhodes; JASB Associates; Khilji & Co.; Muniff Ziauddin & Co.; Riaz Ahmed Sagib & Gohar; and Saeed Methani Mushtaq & Co.

# **ICAP Participated in The News Education Expo 2019**



Karachi.





Islamabad.

Lahore.



Multan & Faisalabad.

over the years, **The News Education Expo** has transformed into a platform where big national and international education providers, under one roof, provide detailed information about their respective disciplines to the audience for increased awareness and decision making. This year the mega event was organised in six major cities of Pakistan, namely, Peshawar, Karachi, Islamabad, Lahore, Multan, and finally concluded at Faisalabad.

Sheeraz Arena, Peshawar; Expo Center, Karachi; Pak China Friendship Center, Islamabad; Expo Center, Lahore; Shangrilla Gardens, Multan; and Royalton Hotel, Faisalabad, hosted thousands of students from different colleges and universities, seeking guidance for their career path.

The Institute of Chartered Accountants of Pakistan (ICAP) Marketing and Communication (MARCOM) department participated in all six cities, along with multiple trainee students and young qualified CAs, who acted as brand ambassadors for the Institute, informed the students

of their experience of becoming a CA. The purpose of having young chartered accountants at the stall was to allow incoming students to relate to them and address the misperception that CA is difficult to complete.

Firdous Ashiq Awan, special assistant to prime minister Pakistan, inaugurated the event at Islamabad. She visited the ICAP stall and appreciated the efforts of ICAP for the betterment of the profession, and the steps taken to interact with the students deeming it a friendly and interactive initiative for providing information about the prestigious qualification.

A large number of students, teachers and parents visited the ICAP stall at each station and were briefed about the entry routes, scholarship opportunities, mandatory training of 3.5 years, economical fee structure, study resources, exemptions, and career progression from brand ambassadors of ICAP. They also stressed on the global mobility, handsome salary, and international affiliations offered by the Institute.

# **Examination News**Result of Summer 2019 Examinations

Result of Certified Finance and Accounting Professional (CFAP) and Multi Subject Assessment (MSA) Examinations, Summer 2019, was declared on July 29, 2019. 252 (32.3%) students qualified the examination as compared to 228 (32.0%) students in the previous session. 1,679 students obtained permanent credits as compared to 2,003 students in the previous session.

Result of Summer 2019 Writing Skills Test (WST) and Assessment of Fundamental Competencies (AFC) Stage Examinations was declared on July 15, 2019. 1,091 (49.3%) students passed the AFC as compared to 2,300 (57.4%) students in the previous session.

#### **Award of Gold Medals**

Gold Medals have been awarded to the following students of CFAP and MSA examinations:



**Abdul Haseeb Ijaz** (CRN-088731) s/o Ijaz Hussain has been awarded ICAP Gold Medal (Dewan Mushtaq Group) for his outstanding performance in the Subject of Advanced Accounting & Financial Reporting of CFAP examination.



**Muhammad Arslan** (CRN-085733) s/o Muhammad Ayaz has been awarded ICAP – Irtiza Husain Gold Medal for his outstanding performance in the Subject of Corporate Laws of CFAP examination.



**Syed Hassan Raza** (CRN-089807) s/o Syed Ali Raza has been awarded ICAP – S. A. Salam Memorial Gold Medal for his outstanding performance in the Subject of Business Management and Strategy of CFAP examination.



**Hassan Mujtaba** (CRN-091144) s/o Ghulam Mujtaba Siddiqi has been awarded ICAP – Osman Ali Gold Medal for his outstanding performance in the Subject of Business Finance Decisions of CFAP examination.



**Muhammad Zohaib Kamran** (CRN-086428) s/o Muhammad Kamran Hussain has been awarded ICAP – J. P. Patel Memorial Gold Medal for his outstanding performance in the Subject of Financial Reporting and Assurance Professional Competence of MSA examination.



Syed Muhammad Murtaza Naqvi (CRN-085755) s/o Syed Tanveer Alam Naqvi has been awarded ICAP – Ebrahim S. H. Dahodwala Gold Medal on the basis of his outstanding performance in all papers of CA program.

#### **Award of Merit Certificates**



In CFAP and MSA examinations, Merit Certificates have been awarded to the following students:

**Ghufran Ahmed** (CRN-085491) s/o Muhammad Suhail for his overall performance in CFAP Examination.



**Syed Muhammad Murtaza Naqvi** (CRN-085755) s/o Syed Tanveer Alam Naqvi for his:



- overall performance in CFAP and MSA Examinations.
- outstanding performance in the subject of Management Professional Competence of MSA Examination.

Aadil Sultan Khan Niazi (CRN-087203) s/o Sultan Mugarrab Khan for his outstanding performance in the subject of Advanced Taxation of CFAP Examination.



#### **Autumn 2019 Examinations**

Autumn 2019 Certificate in Accounting and Finance (CAF), WST and AFC Stage Examinations would be held as per following detail:

Waqas Haider (CRN-074929) s/o Nazai
Abbas for his outstanding performance
in the subject of Audit, Assurance and
Related Services of CFAP Examination



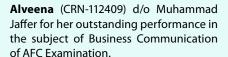
Stage	Examination Dates
CAF	September 2–7, 2019
WST	September 6, 2019
AFC	September 22, 2019 (Commencement Date)

In AFC examinations, Merit Certificates have been awarded to the following students:

Behram Awan (CRN-112123) s/o Muhammad Saleem Malik for his outstanding performance in the subject of Functional English of AFC Examination.



Time-Table for CAF Stage Examinations is available at the Institute's website. Exact date and time of AFC Stage Examinations will be communicated to each individual examinee through his/her admit card.





#### **Admit Cards**

Admit cards for WST and CAF Stage Examinations would be uploaded in student's secure area at ICAP's website by August 22, 2019 while admit cards for AFC Stage Examinations would be uploaded by September 12, 2019.

Fizzah Ahmed (CRN-112754) d/o Sohail Ahmed for her outstanding performance in the subject of Business Communication of AFC Examination.

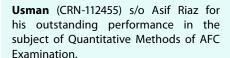


### **Mandatory requirement for admission to** examination hall

Muhammad Hasnain Haider (CRN-112775) s/o Mubasher Ahmad for his outstanding performance in the subject of Business Communication of AFC Examination.



Students appearing in ICAP examinations are required to bring their Computerised National Identity Card (CNIC) or Juvenile Card issued by NADRA besides admit cards at the time of examination. Students may be required to produce their CNIC along with their admit cards at the time of signing attendance sheet.





#### E-marking papers

Following papers will be assessed using e-marking system during Autumn 2019 examinations:

Muhammad Faizan Arif (CRN-112817) s/o Muhammad Arif for his outstanding performance in the subject of Quantitative



- (i) CAF-3 Business Law
- (ii) CAF-5 Financial Accounting and Reporting-I (iii) CAF-7 Financial Accounting and Reporting-II

Methods of AFC Examination.

- (iv) CAF-8 Cost and Management Accounting (v) CAF-9 Audit and Assurance
- Muhammad Hashir Malick (CRN-112753) s/o Muhammad Zia Ud Din Malick for his outstanding performance in the subject of Introduction to Information Technology of AFC Examination.



Newly designed answer scripts will be used in the papers which will be assessed through e-marking system. A video for guidance about the new answer scripts is available at ICAP's website. Students are advised to watch the guidance video before appearing in the examination.





# **ICAP Annual Membership Fees**



The annual membership fee demand letters have been sent out. If you haven't received yours, kindly drop us an email at: annualmembershipfee@icap. org.pk. The dues can also be checked by simply logging in to members' secured area on https://member.icap.org.pk/members-home/your-record/members-account-and-dues/

The membership dues are payable every year on July 1st and the grace period to clear the dues, given by the Council, expires on August 31, 2019.

Kindly ensure payment of outstanding dues by the deadline (i.e. August 31, 2019) to ensure the continuity of your membership with the Institute. Kindly note that the period of non-continuation would be excluded for the purpose of determining FCA eligibility criteria.

For all queries about membership dues, membership department can be reached at: annualmembershipfee@icap.org.pk

