



**The Institute of  
Chartered Accountants  
of Pakistan**

**CA  
PAKISTAN**

www.icap.org.pk

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# Newsletter

Governance, Transparency and Service to Members and Students

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## meets & events



### ICAP PAIB Committee Organizes National Financial Olympiad 2020



The winning team of NFO 2020: Unilever Pakistan Foods Limited 2020.

The Institute of Chartered Accountants of Pakistan (ICAP) Professional Accountants in Business (PAIB) Committee, in collaboration with Unilever Pakistan, organized National Finance Olympiad (NFO) during December 15 to 22, 2020.

National Finance Olympiad 2020 started with registrations of 36 teams represented by 108 Chartered Accountants and Finance professionals from renowned organizations across Pakistan. This year for the first time, the first two rounds of the competition were online while the Finale was held at a local hotel in Karachi.

The first round of the Competition; Qualifying Round was a 2-hour MCQ-based test held online on December 15. This Round is based on questions from pre-defined syllabus including Basic Accounting Concepts and Advanced Accounting Applications, Business Financial Management and Compliance and Governance.

## Grand Finale



Top 18 teams qualified for the Assessment & Simulation Round which was held on December 17 in collaboration with Learning Partner, Karachi School of Business Leadership (KSBL). The Qualifying teams went through a Harvard Case Study Simulation challenging their strategic thinking and decision making abilities. The second part of this full-day round was Assessment in the form of an interesting role play activity which was evaluated by a panel of senior jury members. Top 6 teams then advanced to compete in the Grand Finale.

The Grand Finale, held on December 22 in Karachi, was attended by the top management of renowned

national and multinational organizations. The day commenced with recitation of a few verses from the Holy Quran followed by opening remarks by Khalilullah Shaikh, FCA, Chairman PAIB Committee and Council Member ICAP. He welcomed the participants and said "Standing here today, I feel another milestone is achieved as we have successfully organized and conducted a 3-day finance competition in these uncertain times. The idea of NFO was turned into reality 6 years ago and today the competition is one of the most sought after programs that the finance fraternity looks forward to participating. Under the PAIB Committee a number of projects have turned to reality including the Mentorship Program, CFO



Conference, ICAP Webinar series, Ethics Dilemma App and CA Toastmasters activities. I am proud of the PAIB Committee as it continues to add value in the lives of Chartered Accountants and Finance professionals”.

Aly Yusuf, CFO, Unilever Pakistan then welcomed the audience. He said that “I am grateful to ICAP to organize a successful program in these uncertain times, a lot of planning and contingency planning goes into it and hats off to the ICAP team for that. I congratulate all the finalist teams who have shown tremendous hard work and competence to reach this Finale today, it is great responsibility and challenge to be one of the finalists in one of the most coveted

finance competition in the Accounting world. I want to share three messages with the finalists today; take this as a learning experience that will go a long way, give your best today, be graceful if you lose and be humble if you win, best of luck to all the teams!”

The competition kicked off with a quick introduction of the teams followed by the Buzzer Round, which was all about the agility and technical knowledge of all Finalist teams. While the teams made effort to outscore others, the audience remained captivated and supported all the teams wholeheartedly. Next was the Champions Debate which was judged by a panel of three distinguished judges; Asad Ali Shah, Chief Executive





Asad Ali Shah Associate, Veqar-ul-Islam, Director and Chief Executive, Jaffer Business Systems and Asma Shaikh, CHRO National Bank of Pakistan.

The teams presented their stance on the following topics:

- Board of directors or management – who has a greater role in success of a company?
- Democracy or dictatorship – which is more feasible for developing countries?
- Censorship or freedom of speech – what should be the government’s take on mass media?

- Pakistan’s readiness and response to COVID-19 challenges are commendable or not?
- Academics – A strong factor for corporate success or not?
- Communication skills or technical skills – which is more important in today’s corporate world?

Iftikhar Taj, President, ICAP congratulated ICAP and Unilever Pakistan team for conducting NFO for the 6<sup>th</sup> consecutive year. He stated, “The competition benchmark is increasing every year and it is a proud moment for ICAP. Chartered Accountants play an

## Assessment Round



important role in the economy and finance of the country, and ICAP as a national Institute should facilitate the professional development of its Members through such programs and initiatives.” He further added, “Chartered Accountants are not limited to accounting and finance but also require other competencies to function effectively in an organization. ICAP has developed a new education scheme aimed to improve the technical knowledge as well as competencies of chartered accountants in Technology, Finance, Economy. Chartered Accountants are no longer only accountants, they are

the value creators who can play an important role in the development of Pakistan”.

The last round of the competition was the 100-Seconds, which was all about the agility and knowledge of the teams. While the teams made efforts to make the best of this bonus round, the audience remained captivated and supported all the teams wholeheartedly.

Once the judges evaluated the Debate and the results of the other rounds were compiled, the winners and runner ups were announced; **Unilever Pakistan Foods Limited** claimed victory while **AlKaram Studios**





## Qualifying Round



and **Account Ants** became the 1<sup>st</sup> and 2<sup>nd</sup> Runner Ups respectively. The winning team was awarded a majestic Champions Trophy, Microsoft Surface Pro and shields for each of the three team members. The 1<sup>st</sup> Runner Up received HP Pavilion Laptop and shields for all team members and the 2<sup>nd</sup> Runner Up received iPad and shields for all team members. Certificates were also given to all finalist teams: K-Electric, Akzo Nobel and Midas Safety. The Best Individual

Performance Award was presented to Syed Yousuf Ali, ACA.

The jury members; technical partners, BDO and KPMG; Learning Partner, KSBL; ICAP NFO Organizing Committee and the Master of Ceremony; Usama Rashid were recognized.

The entire testing material was developed by the technical partners; BDO and KPMG.

## SAFA Best Presented Annual Report Awards 2019



**S**AFA Best Presented Annual (BPA) Report Awards 2019 were announced on **December 23, 2020** in SAFA Best Presented Annual (BPA) Report Awards 2019 Ceremony hosted by the Institute of Chartered Accountants of Sri Lanka (CA Sri Lanka) virtually.

The SAFA Committee for Improvement in Transparency, Accountability & Governance (ITAG) announces SAFA Best BPA Report Awards every year on the basis of evaluation of the published annual reports of entries from South Asian Countries in accordance with the defined SAFA evaluation criteria. Pakistani companies

winning the **Best Corporate Report and Sustainability Report Awards 2019**, were nominated for the SAFA BPA Awards 2019, by the Joint Evaluation Committee of the Institute of Chartered Accountants of Pakistan (ICAP) & Institute of Cost & Management Accountants of Pakistan (ICMA Pakistan). This year, more than hundred companies from Bangladesh, India, Nepal, Pakistan and Sri Lanka participated in the SAFA BPA Awards for the year 2019 including **twenty-six Pakistani companies**.

This year, **four Pakistani companies** secured winner positions in **Manufacturing, NGOs (Including NPOs),**





**Public Sector Entities** and **Diversified Holdings** SAFA categories, **three first runner up positions** in **Private Sector Banks, Public Sector Banks** and **Insurance** categories and **one second runner up** position in **SAARC Anniversary Awards for Corporate Governance**. Several other companies were awarded certificate of merit in their respective categories.

The winning companies from each member country attended the event either in person in their respective Institutes or virtually at their respective offices. Member Institutes of Pakistan, Bangladesh and Nepal were

also connected through Zoom with the Institute of Chartered Accountants of Sri Lanka. The event was also live streamed through CA Sri Lanka Facebook page.

The event was organized at ICAP Head Office, Karachi and more than ten Pakistani winning companies attended the ceremony physically. ICAP President graced the occasion and distributed certificates to the winning companies.

List of Pakistani SAFA winners 2019 can be viewed at: [http://www.icap.net.pk/wp-content/uploads/bcr/SAFA\\_winner2019.pdf](http://www.icap.net.pk/wp-content/uploads/bcr/SAFA_winner2019.pdf)



## Awareness and Capacity Building Sessions on AML/CFT



In the month of December, United Nations Office on Drugs and Crime (UNODC) in collaboration with the Institute of Chartered Accountants of Pakistan (ICAP) and other relevant Government Stakeholders, organized face to face Capacity building sessions on AML/CFT Awareness for Private Sector Reporting Entities / Firms. These sessions were held in all four provincial capitals of the country (i.e. Karachi, Quetta, Peshawar and Lahore).

These insightful sessions comprised of experienced speakers from Financial Monitoring Unit (FMU), Ministry of Foreign Affairs (MoFA), National Counter Terrorism Authority (NACTA) and Institute of Chartered Accountants of Pakistan (ICAP). These sessions were attended by the large number of practicing members of ICAP. In addition to physical participation, the members also participated through Zoom Platform.



## President Connect

### Employees Engagement Sessions with President ICAP

In a series of engagements to interact with ICAP employees, President ICAP arranged for departmental meetups, the interactive engagements took in the form of breakfast sessions where departmental teams introduced themselves and what function each member was currently performing. President ICAP opened the floor to suggestions and inquiries from each team member, he listened to the challenges, suggestions and aspirations put forward by each employee and department and shared his holistic vision and expectations from the functions as well. Actionable points were noted during these sessions and the president assigned relevant

individuals to see that the points were worked upon and implemented.

A session with the female employees was also conducted in which the president heard and discussed the challenges female employees are facing in the organization, suggestions to improve gender diversity, actions the Institute can take to cater to the needs of our female employees, the president also pointed out action to be taken on conducting self-defense classes for female employees as per suggestions he received, so that all females can feel more confident and safe while at work and outside.

#### SESSION WITH EDUCATION & TRAINING DEPARTMENT





**SESSION WITH EXAMINATION DEPARTMENT**



**SESSION WITH MEMBERSHIP & DTS DEPARTMENTS**



**SESSION WITH IT & AML DEPARTMENTS**



## SESSION WITH QAD DEPARTMENT



## SESSION WITH FEMALE EMPLOYEES



## — Session with CA Women Trainee Students – South Region —

The President ICAP, Iftikhar Taj, apart from being a keen mentor and an excellent knowledge hub, has the experience of corporate world in both local and international markets. He has trained over 500 directors of listed companies on corporate governance in private & public sectors.

On December 22, 2020, a yet another interactive session was held with the President and CA Women Trainee Students of South Region, where the students got a chance to share their expectations, ideas and challenges with the President and ICAP team. The session was very

collaborative where the attendees openly shared their point of views and their experience of the corporate world.

The Secretary ICAP, Masood Akhtar in his address welcomed the students for any complaint and its resolution. In her closing remarks, Saira Nasir Member CA Women Committee motivated the participants and encouraged them to stay persistent in their goals. Zarmeen Siddiqui, AM Member Relations, CA Women Committee, moderated this event. CA Women Trainee Students at ICAP and through Zoom attended the session.





## Session with CA Women Members – South Region



On December 21, 2020, a hybrid session was conducted with the President of ICAP, Iftikhar Taj and CA Women Members, where they shared their ideas, concerns and challenges. The President has more than 30 years of work experience, he not only possess diverse knowledge, but have also imparted it among others; in this session, his aim was to address the challenges faced by the CA Women and help in finding solutions to them.

The CA Women attendees, shared their experiences and their success stories, on how they have battled through,

and have become successful professionals, while coping up with their encounters.

The Vice President South, Ashfaq Tola conclusively, shared his views and appreciated all the members for their efforts towards the profession. Hina Usmani, Chairperson CA Women Committee, closed the event; she shared her views regarding women empowerment and equal opportunities. CA Women Committee member, Asma Shahbaz moderated this interactive session. CA Women Members at ICAP and through Zoom attended this event.



## Meet-up Session with Trainees of Lahore



As a part of President's vision of engaging with all stakeholders, the President held a virtual **Meet-up Session with Trainees** of Lahore over ZOOM on December 24, 2020. This meet-up is the 1<sup>st</sup> of a planned city-wise meet-ups of the President, as more meet-ups with every city of Training Organisations (TOs) is planned in the coming weeks.

The President encouraged the Trainees to work harder and prove their mettle as the future baton of CA-Brand lies in their hands. The trainees candidly posed their queries about stipend, graduate equivalency for CAF, Education Scheme 2021, and challenges of online Exams.

The President responded to each and every question explaining ICAP's policy response and their rationales.

The President highlighted the newly launched Trainees' Induction Portal for facilitating the induction, and emphasized the role of CASA,

encouraging them to redefine themselves on new lines. The President also advised the trainees to work on their Professional Grooming & Development, and explained his vision about ICAP's role in helping trainees become well-rounded professionals.

The President reiterated the female trainees to prepare themselves for mental-toughness and dilated upon his plans to conduct courses/workshops on self-defense for female trainees.

## Endowment Fund Application & Management System

As a part of Presidents' vision of ICAP's digital-transformation, the process of **Endowment Fund Management (EFAMS)** has been fully automated. This EFAMS will now seek applications from the interested candidates online through web-portal, help scrutinize the cases digitally, and process the cases of disbursement electronically keeping all the internal stakeholders of Finance & Examination Department in loop.

This integrated system will drastically increase efficiency, transparency, and facilitate all in seeking reports at a single click.

## Trainees' Induction Portal

In order to facilitate the CAF-Passed students in their induction in Training Organizations (TOs), as per the vision of the President ICAP, the Directorate of Education & Training launched an online Trainees' Induction Portal.

All the CAF passed students can prepare their profiles and upload their CVs in this portal through their secured log-in area. In addition to trainees, all the TOs have been provided access to this portal through which they can view the profiles/CVs of all CAF passed and select from the pool of candidates.

This initiative is appreciated by TOs and Trainees alike and is expected to go a long way in facilitating not only CAF passed induction, but also the TOs in their induction process.





The Institute of  
Chartered Accountants  
of Pakistan

CA  
PAKISTAN

2021

HAPPY NEW YEAR

on behalf of the Council and staff of  
the Institute of Chartered Accountants of Pakistan

**Season's Greetings and a Happy New Year**

Muhammad Ali Latif  
Vice President

Iftikhar Taj  
President

Ashfaq Yousaf Tola  
Vice President

## CA Toastmasters Club Lahore

### 208<sup>th</sup> Meeting held on November 11, 2020



The Club's 208<sup>th</sup> meeting 'Simplicity' held on November 11, 2020. It was a hybrid meeting where participants attended both in-person at ICAP House, Lahore and online through Zoom link. TM Muhammad Asim, the Club President formally started the meeting by welcoming guests and participants and reiterated that doing simple things can make a big difference. TM Muhammad Asim also managed the meeting as a Toastmaster of the Meeting. TM Ghulam Abbas served as general evaluator with a team of four viz. TM Arjumand Rasheed, DTM Shahid Jamal Kazi, TM Arshad Mahmood and TM Mudassir Ashfaq who played the roles of Ah-Counter, Grammarian, Timer and Vote Counter, respectively.

Four members delivered prepared speeches: TM Ahmed Hassan expressed his views about 'Diplomacy' in his speech. TM Latif Ahmed Saqi deliberated on the 'Power of Mentoring'; he experienced over his professional life. TM Tahir Saeed Malik project speech 'Presentation Mastery' was more a learning lecture than speech. TM Adnan Hameed Khokhar delivered a marathon twelve minutes speech on 'Leadership Development' to mark pathway

completion: he portrayed different colors of his life from childhood to schoolboy and how he eventually ended-up as a successful professional. TM Asim Azher, TM Nauman Tahir, TM Mudassir Ashfaq and DTM Shahid Jamal Kazi evaluated each of the speeches respectively. Table topic session is always a fun-filled segment of the meeting, designed to involve maximum audience to promote public speaking habits; TM Anayat Ullah Khan led the session. Six participants, TM Mudassir Ashfaq, Asim Azher, Muhammad Minhaj, TM Rashid, TM Muhammad Maazullah Khan and TM Arjumand Rasheed delivered impromptu speeches; the session was evaluated by DTM Shahid Jamal Kazi.

TM Adnan Hameed Khokhar was voted the best speaker of the meeting by the audience. The awards for the best Table Topic speaker and Evaluator were won by TM Muhammad Maaz Ullah Khan and DTM Shahid Jamal Kazi. President, TM Muhammad Asim handover certificates to the winner at conclusion of the meeting.

### 209<sup>th</sup> Meeting, November 25, 2020



The Club's 209<sup>th</sup> meeting was held on November 25, 2020. It was an online meeting owing to the COVID-19



situation in Pakistan where participants attended through Zoom link. TM Muhammad Asim, the Club President formally started the meeting by welcoming guests and participants. It was a big day where a fabulous Evaluation contest was held. TM Adnan Khokhar managed the meeting as a Toastmaster of the Meeting and Contest Chair. TM Ghulam Abbas served as Test Speaker. TM Muhammad Asim, DTM Shahid Jamal Kazi, TM Mudassar Ashfaq, TM Noman Tahir and TM Syed Azam Ali participated in Evaluation contest. The Contest Chair managed the meeting very well by acting as Zoom master, testing hardware requirements of participants, collecting judges, sending them to break out rooms, coordinating with Chief Judge - Division Director DTM Atif Irfan Sheikh, ensuring silence time and calling contest participants upon their turn. Judges declared TM Muhammad Asim as first place winner, DTM Shahid Jamal Kazi as second place winner and TM Noman Tahir as third place winner. TM Muhammad Asim & DTM Shahid Jamal Kazi shall represent their club in Area Contest.

TM Fouzia Safdar conducted a fun filled Table topic session. She asked the participants to sell old time items to the current generation. Our all time excellent impromptu speaker DTM Shahid Jamal Kazi was selected through popular vote as best Table Topic Speaker.

At the end of the meeting, TM Muhammad Asim thanked all participants, members, judges and guest for their participation.

The Club's meeting proceedings can be seen live on facebook @ <https://www.facebook.com/groups/CATMCL/>.

Club officers for the tenure ending June 2021 are TM Muhammad Asim, President; TM Adnan Khokhar, VP Education; TM Latif A. Saqi, VP Membership; TM Asim Azher, VP Public Relations; DTM Shahid Jamal Kazi, Secretary; TM Anayat Ullah Khan, Treasurer; and TM Muddassir Ashfaq, Sargent at Arms. TM Ghulam Abbas served as immediate past president of the Club.



## ICAP Toastmasters Club, Islamabad



November 2020 was another exciting month for ICAP Toastmasters Club Islamabad with enthusiastic participation under SOPs of COVID-19. The members, committed to developing public speaking skills, continued exploring progressive yet fun ways to master the communication and leadership skills.

The Club held a 'Table Topics Contest' in which members competed in the most exciting and challenging area of impromptu speech delivery. The contest witnessed excellent online participation and interest from the members and guests. Seasoned and award winning speakers went head-to-head in the contest. After a rigorous contest, TM Aneel Peter, TM Jamal Ehmed Khan and TM Jaya Jaggi managed First, Second and Third positions respectively.

The Club, held its 118<sup>th</sup> and 119<sup>th</sup> meetings on 12<sup>th</sup> and 26<sup>th</sup> November 2020 at ICAP Islamabad with fervent participation from members and guests while strictly following the SOPs.

The meetings contained thought provoking themes of 'colours' and 'wonders of the world'. Toastmasters and Guests geared up for the themes, proactively undertook roles relating to Table Topics, Speeches and Evaluations and participated enthusiastically in all the areas.

The following winners were selected via polls held during the meetings:

Segment	118 <sup>th</sup> Meeting Nov 12, 2020	119 <sup>th</sup> Meeting Nov 26, 2020
Best Table Topics	TM Bilal Raza	TM Saleha Sohail
Best Prepared Speaker	TM Bilal Raza	TM Fatima Nasim
Best Evaluator	TM Aneel Peter	TM Saleha Sohail
Best of Big 3	TM Saleha Sohail	TM Akhtar Rasul

The Club warmly welcomed four (4) new members during November 2020 namely TM Shehzad Khan, TM Moiz Adil, TM Sarfaraz Alam and TM Fatima Nasim.

In the pursuit of the objective of growing and helping others grow, Club President and National Evaluation Champion TM Aneel delivered education session on 'how to give effective evaluations' to Area 9 on 22<sup>nd</sup> November 2020 educating members on mastering the art of evaluating the speeches.

The Club has whatsapp group for guests open to everyone for joining to interact with Club's Executive Committee and access agenda and information with respect to club meetings on:  
<https://chat.whatsapp.com/GsZui4V1gd86fWXvkJI1Y>





## overseas news

### Webinar on Non-Resident Taxation & Return Filing Requirements



From Top Left: Iftikhar Taj, Ashfaq Yousuf Tola, Muhammad Ali Latif  
From Bottom Left: Abdul Rab, Muhammad Awais and Asad Feroze.

The Overseas Coordination Committee (OCC) organized a webinar on the topic of **'Non-Resident Taxation & Return Filing Requirements'** in collaboration with the Committee on Fiscal Laws and Continuing Professional Development (CPD) Committee on November 28, 2020. Ashfaq Yousuf Tola, Vice President (South) ICAP and Chairman OCC, and Muhammad Awais, Council member ICAP and Chairman of Committee on Fiscal Laws were the speakers for the webinar. Both the speakers shared comprehensive and valuable insights related to non-resident taxation and their return filing requirements.

Muhammad Ali Latif, Vice President (North) ICAP and Chairman CPD Committee was the moderator for the event. Ali Latif invited Abdul Rab, Honorary Secretary Southern Regional Committee (SRC) who shared his opening remarks with the participants. The welcome speech for the webinar was given by Iftikhar Taj, President ICAP. He welcomed the participants and thanked the presenters, Ashfaq Yousuf Tola and Muhammad Awais for participating and sharing insights regarding non-resident taxation. Iftikhar Taj also appreciated the role of OCC, Committee on Fiscal Laws and CPD Committee of ICAP in organizing the webinar on a subject quite relevant and important to the overseas fraternity.

Ashfaq Yousuf Tola and Muhammad Awais shared their presentations with the participants respectively. Below are some major areas that were covered by the presenters in their presentations:

- Understanding important definitions such as citizen, resident, and non-resident
- Taxation of income in Pakistan based on residential status
- Requirement to file return of income & wealth statement as per Income Tax Ordinance
- Tax return filing requirements for non-residents
- Residential status under other jurisdictions
- Foreign source income of short-term residents & returning expatriates
- Procedure for filing of tax returns for non-resident individuals
- Filing of wealth statement for non-resident individuals
- Penalties in case of non-compliance to tax obligations
- Effective data management & maintenance of record

The presentations were followed by a Q&A session in which the participants shared some important and constructive questions relating to taxation obligations that apply to non-residents under various scenarios; all of which were adequately addressed by Tola and Awais. Asad Feroze, Member Northern Regional Committee (NRC) of ICAP gave the vote of thanks to all the participants and especially to Ashfaq Yousuf Tola and Muhammad Awais for sharing significant insights relating to non-resident taxation and their return filing requirements set by the Government of Pakistan.

## UAE Chapter of ICAP Members

### UAE Economic Substance Regulations (ESR) – Applicability and Amendments

The Managing Committee (MC) of the UAE Chapter of ICAP Members organized a webinar on UAE Economic Substance Regulations (ESR) – Applicability and Amendments on October 10, 2020.

The speakers for the webinar included ICAP member Mahar Afzal, Managing Partner of Kress Cooper and



From Top left: Mahar Afzal, Khuhsboo Mushtaq, Yasir Gadit, Ali Iqbal;  
From Bottom left: Irfan Patel, Azhar Iqbal, Irfan B. Shaikh & Rizwana.

senior ICAP member Irfan Patel, Managing Partner of Prodigy way International Consultants. The session was moderated by MC member Ali Iqbal Chaudhry. Mahar Afzal and Irfan Patel briefed members about the background of ESR rolled out in the UAE, the scope of the regulation along with the relevant activities and its implications. Speakers also addressed questions raised by the members during the session.

## Australian Chapter of ICAP Members

### Resume Writing Skills & Online Interview Techniques

The Australian Chapter of ICAP Members (the Chapter) organized a webinar titled '**Resume Writing Skills & Online Interview Techniques**' on October 23, 2020. Izhar Khan, Member Managing Committee (MC) of the Chapter, and a Marshall Goldsmith Certified Executive Coach was the presenter for the webinar. The webinar was about educating members, particularly newly arrived and those planning to arrive in Australia, about the specific format prevailing in Australia, how to approach various jobs and accordingly alter and modify resume to pass through Applicant Tracking System (ATS). The other aspect of the webinar was focused on online interviews, which involved techniques regarding preparation, attire, presentation and engagement with the interviewer.

## Annual General Meeting of the Australia Chapter of ICAP Members

The first **Annual General Meeting** of the Australia Chapter was held on November 4, 2020. The main agenda of the meeting included presentation of the Chapter's Financial Statements to the members for financial years 2018-19 and 2019-20.

## Introduction to Business Taxation in Australia

The Australian Chapter of ICAP Members (the Chapter) hosted a webinar titled '**Introduction to Business Taxation in Australia**' on November 27, 2020. Muhammad Kamran Chairman of the Chapter was the presenter for the webinar. The webinar was organised with an aim to provide the members a high-level knowledge and understanding of legal and taxation system in Australia, Federal and State legislative powers, Federal and State Revenue Offices and their administration, Direct and Indirect Taxes at both Federal and States levels and their applicability and compliance requirements.

## Australia Chapter's Open Seas Fishing Event



The Australian Chapter of ICAP Members organized a full day **Open Seas Fishing Event** for its members based in Brisbane, Australia on November 22, 2020. The event was organized to provide the members with an opportunity to have fun together after a long time due to restrictions on gathering because of COVID-19 Pandemic. The event was a celebration of ease of lockdowns and restrictions across Australia.




**member news**

## Professional Misconduct

### Findings and Decision of the Council under Section 20I of the Chartered Accountants Ordinance, 1961

It was noted that a practicing member of the Institute was engaged in other occupation (employment) while being a practicing member of the Institute which results in professional misconduct under the provisions of the Chartered Accountants Ordinance, 1961 and Chartered Accountants Bye-Laws, 1983. Further, during the course of the above inquiry, the member furnished contradictory and misleading information to the Institute which results in professional misconduct under the provisions of the Chartered Accountants Ordinance, 1961.

In view of the above, after considering the report of the Investigation Committee, the information and evidence available on record and the submissions made by the member during his hearing, the Council decided to hold the member guilty of professional misconduct under:

- Clause (10) of Part 1 of Schedule I of the Chartered Accountants Ordinance, 1961 for engaging in any business or occupation other than the profession of Chartered Accountants without permission of the Council so to engage;
- Clause (3) of Part 4 of Schedule I of the Chartered Accountants Ordinance, 1961 for not complying with the fundamental principles stated in Paragraphs 100.5(a) (Integrity) and 100.5(e) (Professional Behavior) of the Code of Ethics for Chartered Accountants (April 28, 2015) contained in Directive 6.04 of the Institute;
- Clause (6) of Part 4 of Schedule I of the Chartered Accountants Ordinance, 1961 for contravening the provision of the Chartered Accountants Bye-Laws, 1983; and
- Clause (1) of Part 4 of Schedule I of the Chartered Accountants Ordinance, 1961 for including in any statement, return or form to be submitted to the Institute any particulars knowing them to be false.

The Council decided to reprimand the member under Section 20D of the Chartered Accountants Ordinance, 1961.

## New Fellow/Associate Members

The Institute welcomes the following fellow/associate members:

### Fellow Members

S. No.	R-No.	Name
1.	4901	Muhammad Ajmal Jamil Faraz
2.	4903	Muhammad Ali Khan
3.	5568	Ahson Tariq
4.	5666	Sheraz Abdullah
5.	5809	Faisal Naeem
6.	5897	Shoaib Ahmed
7.	5999	Zahid Karim Shar
8.	6017	Farhat Bano
9.	6083	Muhammad Umair
10.	6156	Ashfaq Ahmed
11.	6165	Hafiz Abdur Rehman Farooq Butt
12.	6189	Kamran Sattar
13.	6207	Muhammad Shahid Naveed
14.	6227	Muhammad Jamil Uddin
15.	6242	Bilal Ahmed
16.	6265	Ahmed Afraz Tanzim
17.	6293	Anas Iqbal
18.	6299	Muhammad Jawed
19.	8249	Waqas Shabbir Ahmed

### Associate Members

S. No.	R-No.	Name
1.	10800	Omar Mustafa
2.	10801	Waqas Ahmad Khan
3.	10802	Muhammad Uzair

## New Firms

The Institute welcomes the following new firms:

Name of Firms	Location
Usman Shaukat & Co.	Islamabad
Khizer Mustafa & Co.	Islamabad

## Change of Name of Firm

The Institute recorded the following change of name of firm:

Old Name of Firm	New Name of Firm
Parker Randall-A.J.S.	Parker Russell-A. J. S.

## Deceased Members

The Institute mourns the sad demise of following members:

R-No.	Name
0868	Muhammad Farooq
1762	Abdul Rashid

 technical update

## Update:

## ICAP

**Amendment in ICAP AML / CFT Regulations**

The Institute of Chartered Accountants of Pakistan (ICAP) issued amended ICAP AML / CFT Regulations "Anti-Money Laundering and Combating Financing of Terrorism Regulations for Chartered Accountants Reporting Firms" vide circular 02 of 2020 dated December 26, 2020. The amendment was made in section 27 of the Regulations by adding the requirements of an independent audit functions within the reporting firms to test the AML / CFT system.

Publication can be accessed on the link:  
<https://www.icap.org.pk/aml-supervision/>

**ICAP publishes updated list of practicing firms having satisfactory QCR rating**

The Institute of Chartered Accountants of Pakistan (ICAP) has published list of practicing firms having satisfactory Quality Control Rating (QCR) as on November 16, 2020.

The list can be found on the below link:  
<https://www.icap.org.pk/files/per/quality-assurance/List-of-Firms.pdf>

## Local Corporate Regulatory Framework

**SECP issues draft amendment to the Central Depository (Licensing & Operations) Regulations, 2016**

The Securities & Exchange Commission of Pakistan (SECP) vide S.R.O 1227 (I)/ 2020 (dated November 17, 2020) issued draft amendments to the Central Depository (Licensing & Operations) Regulations, 2016 (the Regulations) for public comments.

The draft amendment propose that a central depository registered with the SECP prior to commencement of the Regulations shall be required to maintain minimum paidup capital and net-worth within the timelines as may be notified by the SECP.

S.R.O can be accessed on following link:  
<https://www.secp.gov.pk/document/draft-amendment-to-central-depository-licensing-operations-regulations-2016/?wpdmdl=40760&refresh=5fd6fe1d58a481607925277>

**SECP issues draft amendments to the Debt Securities Trustees Regulations, 2017**

SECP vide S.R.O 1229 (I)/ 2020 (dated November 18, 2020) issued draft amendments to the Debt Securities Trustees Regulations, 2017 for public comments. The draft amendments mainly propose the following:

- Substitution and omission of few definitions under Regulation 2;
- Substitution for the words "trust deed" by the words "issuance agreement";
- Insertion of expression "Investment Agent" after the words "Debt securities trustee"; and
- some amendments have also been proposed under Schedule 1 'Contents of issuance agreement'.

S.R.O can be accessed on following link:  
<https://www.secp.gov.pk/document/s-r-o-1229-i-2020-draft-amendments-to-debt-securities-trustees-regulations-2017/?wpdmdl=40758&refresh=5fd1ecfe4abc41607593214>

**SECP issues draft amendments to the Public Offering Regulations, 2017**

SECP vide S.R.O 1228 (I)/ 2020 (dated November 18, 2020) issued draft amendments to the Public Offering Regulations, 2017 for public comments. The draft amendments mainly propose the insertion of expression "Investment Agent" after the words "Debt securities trustee".

S.R.O can be accessed on following link:  
<https://www.secp.gov.pk/document/s-r-o-1228-i-2020-draft-amendments-to-public-offering-regulations-2017/?wpdmdl=40759&refresh=5fd2065fc51321607599711>

**SECP issues amendment to the Companies (Distribution of Dividends) Regulations, 2017**

SECP vide S.R.O 1263 (I)/ 2020 (dated November 24, 2020) issued amendments to the Companies (Distribution of Dividends) Regulations, 2017. The amendments include insertion of the expression "or Non-Resident Pakistanis having NRP Rupee Value Account (NRVA)" after the words "bank account" in regulation 4 and sub-regulation (12).

S.R.O can be accessed on following link:  
<https://www.secp.gov.pk/document/s-r-o-1263i-2020-amendments-to-companies-distribution-of-dividends-regulations-2017/?wpdmdl=40806&refresh=5fd20a13a7bec1607600659>

## SECP issues amendments relating to appointment of directors of securities exchanges, central depositories and clearing houses

SECP on November 26, 2020 issued amendments to the following regulations in relation to requirements for appointment of directors:

- Securities Exchanges (Licensing and Operations) Regulations, 2016 (vide S.R.O 1269)
- Central Depositories (Licensing and Operations) Regulations, 2016 (vide S.R.O 1270)
- Clearing Houses (Licensing and Operations) Regulations, 2016 (vide S.R.O 1271)

The amendments propose to introduce the following requirements:

- enhance the condition that for a director to be considered independent, he/she should not have served more than two consecutive terms on the board, replacing the previous condition of three consecutive terms; and
- withdraw the power of the Commission to appoint an independent director to the respective institution, where the Commission is not satisfied about the suitability of person(s) proposed again by the institution as an independent director.

Relevant notifications can be accessed on following links:

<https://www.secp.gov.pk/document/s-r-o-1269i-2020-amendments-to-securities-exchanges-licensing-operations-regulations-2016/?wpdmdl=40804&refresh=5fd20a13a45bf1607600659>

<https://www.secp.gov.pk/document/s-r-o-1270i-2020-draft-amendments-to-central-depositories-licensing-operations-regulations-2016/?wpdmdl=40802&refresh=5fd20a13a61851607600659>

<https://www.secp.gov.pk/document/s-r-o-1271i-2020-amendments-to-clearing-houses-licensing-operations-regulations-2016/?wpdmdl=40805&refresh=5fd20a13a2a571607600659>

## SECP issues the Corporate Insurance Agents Regulations, 2020

SECP vide S.R.O. 1340 (I)/2020 (dated December 03, 2020) issued the Corporate Insurance Agents Regulations, 2020 (the Regulations), which outline a regulatory framework for the operations of corporate insurance agents of life and non-life insurers including family and general takaful operators.

These Regulations shall be applicable on all new insurance business written on or after July 01, 2021 by

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  - Half Day Session
- 2 COMPLETE DEGREE COURSES & PROFESSIONAL CERTIFICATIONS**
  - 1/3 of actual contact hours Max 40 Hours/year
  - 5 x examination hours OR 40 hours - whichever is lower
- 3 PUBLISHED RESEARCH PAPER/ARTICLE (AT LEAST 4000 WORDS)**
- 4 CONTRIBUTING ARTICLE/RESEARCH PAPER IN LOCAL/INTERNATIONAL PUBLICATIONS**
- 5 REGISTERED E-LEARNING COURSES**
- 6 PRESENTER/PARTICIPANT IN SHORT COURSES, SEMINARS, CONFERENCES, TRAININGS & INTERVIEWS**
- 7 TEACHING PROFESSIONAL OR DEGREE COURSES**
- 8 PARTICIPATION IN COUNCIL, COMMITTEES, WORKING GROUPS OF ICAP/OTHER REGULATORY BODIES PARTICIPATION IN BOARD/BOARD COMMITTEES OF LISTED COMPANIES**
- 9 WRITING OF BOOKS ON PROFESSIONAL INTEREST, TECHNICAL & REFERENCE MANUALS INCLUDING STUDY PACKS**
- 10 WATCHING VIDEOS/CDS OF ICAP CPD PROGRAMS**
- 11 GENERAL/SELF-CERTIFIED READINGS E.G. JOURNAL ARTICLES, NEWSPAPER, REPORTS, SUBSCRIPTIONS**
- 12 VISIT ICAP LIBRARIES**
- 13 ON JOB LEARNING**

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insurers under their agency agreement with corporate insurance agents. The Regulations mainly cover the following:

- arrangements between insurers and corporate insurance agents;
- code of conduct for corporate insurance agent, insurer and specified persons;
- limit on the commission payable to corporate insurance agent;
- training and development;
- promoting digitalization;
- suitable insurance product mix;
- special requirements relating to sale of insurance through technology based distribution channels; and
- regulatory reporting of business with corporate insurance agents.

S.R.O can be accessed on following link:

<https://www.secp.gov.pk/document/notification-s-r-o-1304/?wpdmdl=40906&refresh=5fd4f777ed9d51607792503>

## Financial Reporting

### IASB publishes November 2020 IASB Podcast

The International Accounting Standards Board (IASB) on November 24, 2020 published the November 2020 IASB Podcast. The Podcast provides highlights from the IASB's discussions during its November 18-19, 2020 meeting. The Podcast covers the following topics:

- joint education session with the Financial Accounting Standards Board (FASB);
- Post-implementation Review of IFRS 10 *Consolidated Financial Statements*, IFRS 11 *Joint Arrangements* and IFRS 12 *Disclosure of Interest in Other Entities*;
- Management Commentary;
- Subsidiaries that are SMEs; and
- a maintenance and consistent application issue related to IAS 12 Income Taxes.

Further details can be accessed on following link:

<https://www.ifrs.org/news-and-events/2020/11/november-2020-iasb-podcast-available-now/>

### IASB proposes amendments to IFRS 16 Leases

IASB on November 27, 2020, published the Exposure Draft (ED/2020/4) 'Lease Liability in a Sale and Leaseback'. The Exposure Draft proposes amendments to IFRS 16 *Leases* by specifying how a company measures the lease liability in a sale and leaseback transaction.

IFRS 16 includes requirements for accounting of sale and leaseback transactions at the time the transaction takes place. However, it does not specify how to measure the lease liability when reporting after that date. The proposed amendment would improve the sale and leaseback requirements already in IFRS 16 by providing greater clarity for the company selling and leasing back an asset both at the date of transaction and subsequently.

The proposed amendment would not change the accounting for leases other than those arising in a sale and leaseback transaction.

The deadline for submission of comments is March 29, 2021.

Further details can be accessed on following link:

<https://www.ifrs.org/news-and-events/2020/11/iasb-proposes-amendment-to-leases-standard-to-improve-accounting-for-sale-and-leaseback-transactions/>

### IASB publishes the Discussion Paper 'Business Combinations under Common Control'

IASB on November 30, 2020 published the Discussion Paper (DP/2020/2) 'Business Combinations under Common Control' seeking feedback of the stakeholders on its preliminary views on proposed accounting of common control business combinations under IFRS Standards.

IFRS 3 *Business Combinations* set outs reporting requirements for mergers and acquisitions, referred to as business combinations in IFRS Standards. However, IFRS 3 does not specify how to report transactions that involve transfers of businesses between companies within the same group. As a result of this gap in IFRS Standards, companies report similar business combinations in different ways.

The Discussion Paper sets out the IASB's preliminary views on how to fill this gap in IFRS Standards. The IASB's aim is to reduce diversity in practice and to improve transparency and comparability in reporting these transactions.

The deadline for submission of comments is September 01, 2021.

Further details can be accessed on following link:

<https://www.ifrs.org/news-and-events/2020/11/iasb-consults-on-possible-new-accounting-requirements-for-mergers-and-acquisitions-within-a-group/>

### **IASB publishes meeting papers and agenda for December 2020 meeting**

IASB on December 04, 2020 published the meeting papers and agenda for its meeting held on December 14-16, 2020. The topics for discussion were:

- Post-implementation Review of IFRS 9—Classification and Measurement;
- Financial Instruments with Characteristics of Equity;
- Pension Benefits that Depend on Asset Returns;
- Maintenance and consistent application;
- Disclosure Initiative—Accounting Policies;
- Primary Financial Statements;
- Second Comprehensive Review of the IFRS for SMEs Standard; and
- Disclosure Initiative—Subsidiaries that are SMEs

Further details can be accessed on following link:

<https://www.ifrs.org/news-and-events/2020/12/december-2020-iasb-meeting-papers-and-agenda-now-available/>

### **IASB seeks feedback for the Post Implementation Review of IFRS 10, 11 and 12**

IASB on December 09, 2020 published the Request for Information (RFI) as part of the Post Implementation Review (PIR) of IFRS 10 *Consolidated Financial Statements*, IFRS 11 *Joint Arrangements* and IFRS 12 *Disclosure of Interests in Other Entities*.

PIRs are carried out to assess the effects of a new IFRS Standard after companies have applied the requirements for some time. The Board will use the feedback on the RFI to determine whether any further action is required.

The deadline for comments is May 10, 2021.

Further details can be accessed on following link:

<https://www.ifrs.org/news-and-events/2020/12/iasb-reviews-package-of-ifrs-standards-for-group-accounting/>

## **Audit and Ethics**

### **IAASB publishes ‘Summary of Key Take-aways – IAASB Fraud and Going Concern Roundtables’**

The International Auditing and Assurance Standards Board (IAASB) on November 17, 2020 released the publication ‘Summary of Key Take-aways – IAASB Fraud and Going Concern Roundtables’. The publication provides a summary of discussions at three recent virtual roundtables hosted by IAASB with experts and leaders exploring issues and challenges related to fraud and going concern. These roundtables focused on:

- The impact of technology advancements on fraud perpetration and detection;
- The “expectation gap”, or differences between public perceptions and the auditor’s responsibilities for fraud and going concern; and
- Fraud and going concern in audits of less complex entities.

The input from these roundtables comprise one aspect of the IAASB’s broader information gathering activities related to fraud and going concern that will be considered in determining possible future actions.

Further details can be accessed on following link:

<https://www.iaasb.org/publications/key-takeaways-iasb-5-roundtable-series-fraud-and-going-concern>

### **IAASB publishes guidance ‘Technology Frequently Asked Questions’**

The IAASB’s Technology Working Group on November 18, 2020 published a non-authoritative guidance titled ‘Technology Frequently Asked Questions’. The publication aims to assist auditors in understanding of the types of automated tools and techniques that could be used, and how they can be used, in performing risk assessment procedures in accordance with International Standard on Auditing (ISA) 315 (Revised 2019), *Identifying and Assessing Risks of Material Misstatement*.

This publication does not amend or override ISAs, the texts of which alone are authoritative. Accordingly, reading the publication is not a substitute for reading the ISAs.

Further details can be accessed on following link:

<https://www.iaasb.org/publications/non-authoritative-support-material-using-automated-tools-and-techniques-when-identifying-risks>

### **IPSASB publishes guidance ‘Non-Authoritative Amendments to IPSAS 41, Financial Instruments’**

The International Public Sector Accounting Standards Board (IPSASB) on December 10, 2020, published guidance titled ‘Non-Authoritative Amendments to IPSAS 41, Financial Instruments’. The pronouncement provides additional non-authoritative guidance in IPSAS 41 to clarify the requirements for classifying, recognizing, and measuring a range of important public sector specific financial instruments.

Further details can be accessed on following link:

<https://www.ipsasb.org/publications/non-authoritative-amendments-ipsas-41-financial-instruments>

 hr news

## How Do You Evaluate Performance During a Pandemic?

### Tips on evaluating performance during a pandemic year



The events of 2020 have had a disproportionate effect on careers. Figuring out how to evaluate and reward employees fairly is hard even in the best of times. As performance review season approaches, managers must be given the tools to avoid crisis-specific biases. One such process, which is called *criteria monitoring*, involves three steps any manager can learn and practice to weed out bias in their own — and their team's — decision making.

**Step 1 - Define effective criteria before making critical decisions about employees:** Ambiguity in the criteria used to evaluate employees leads to biased outcomes, whereas thoughtfully developed and clearly defined criteria can help level the playing field. Start by considering what's important for the

role. Then, as much as possible, define those success factors in concrete and measurable terms.

**Step 2 - Align all decision makers:** It's critical that everyone doing assessments is not only using the same criteria, but that they also understand and share the same definitions of them. Get managers together to align on the most important criteria and be explicit about how to measure them precisely and consistently. When managers align on their shared metrics in advance of decisions, individuals are less likely to act on biases.

**Step 3: Engage others in being consistent and equitable:** We call this final step "monitoring." Encourage managers to monitor one another when discussing performance. If a manager notices a peer misusing criteria or being ambiguous in their evaluation, they should ask them about it. Remember, bias is often unconscious, so the team has a better chance of catching it together than if the job is left up to individuals monitoring themselves.

Big decisions lie ahead. We know that criteria alone can't undo the potentially widespread impact of the ongoing events of 2020 on employees and workplaces, but they can equip managers to create a new "normal" that values employee well-being and holds themselves and others to a standard of fairness and equity.

Source: <https://hbr.org/2020/12/how-do-you-evaluate-performance-during-a-pandemic>

## Welcome on Board

The Human Resource Department welcomes the following new employees in ICAP family in the month of November & December 2020, respectively.

- Raheel Ahmed, Manager, Quality Assurance
- Muhammad Waseem, Officer, Information Technology

## Quote

"Setting goals is the first step turning the invisible into the visible." **Tony Robbins**

## Happy Anniversary at ICAP

The following staff of the Institute of Chartered Accountants of Pakistan (ICAP) have completed 10 years at ICAP during the month of January 2021. Congratulations!

- Syed Nadir Hassan  
Deputy Manager, Finance & Accounts
- Riaz Nawaz  
Deputy Manager, Administration