



SAICA SEMINARS & EVENTS

2023



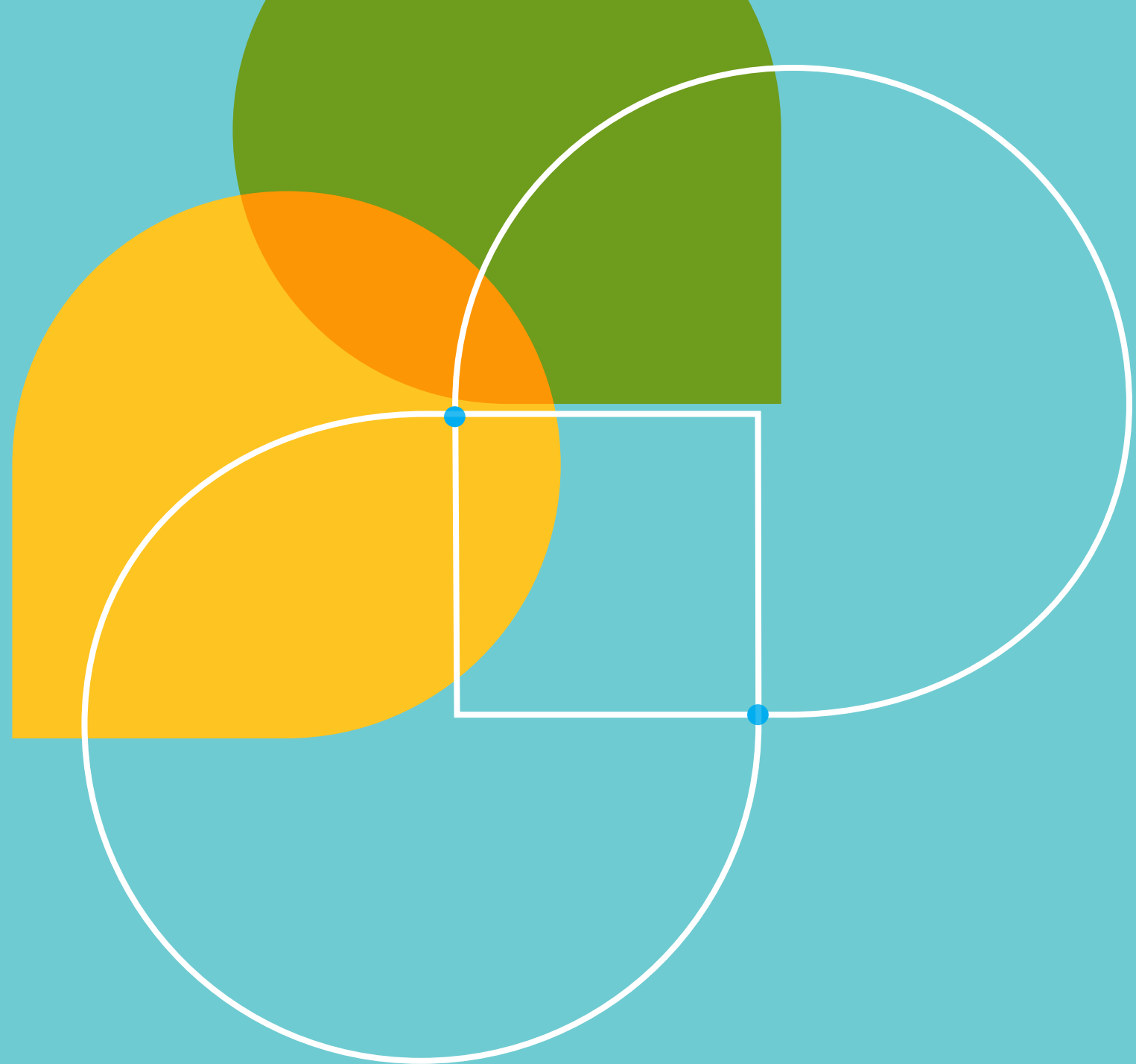
SAICA

DIFFERENCE
MAKERS™

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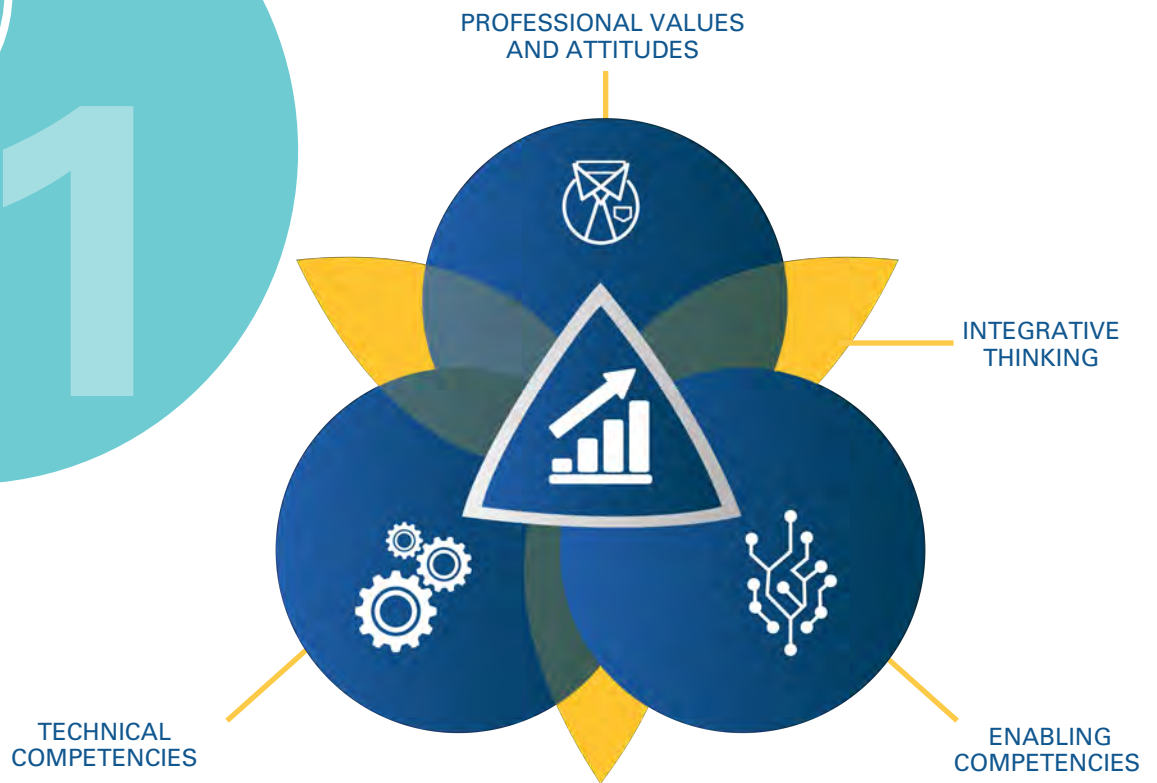
Note: This brochure provides a high-level summary of all SAICA offerings for 2023 and is subject to change.



SECTION 1

LEARNING AND DEVELOPMENT

LEARNING AND DEVELOPMENT



The future of the chartered accountancy profession¹ rests on the ability of the profession to remain relevant to the needs of society as well as remain professionally competent (refer to the SAICA Code of Professional Conduct), thereby allowing the profession (its members and associates) to make a meaningful impact. In order to achieve this, professionals need to embrace lifelong learning, as this is one of the key competencies expected of all professionals – the ability to keep learning in respect of your specific chosen role.

CAs(SA) can be defined as:

'Responsible leaders who behave ethically and create sustainable value for a wide range of stakeholders within an organisation. A CA uses integrative thinking to interpret, analyse and evaluate financial and non-financial information. This enables them to influence others and support impactful decision-making, thereby contributing meaningfully to the economy and society.'

AGAs(SA) can be defined as:

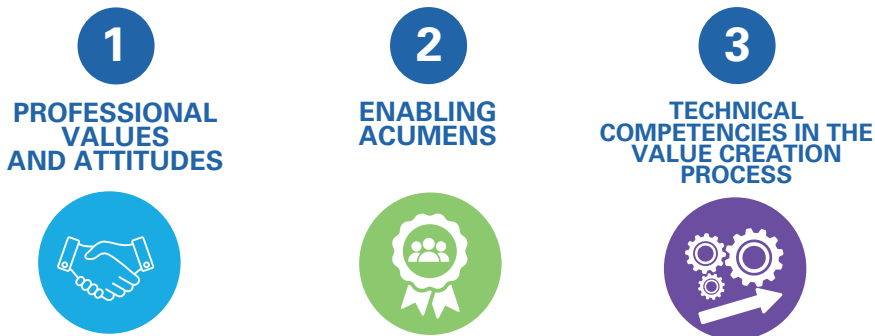
'Managers who behave ethically, drive operational excellence, and connect the operational and financial expertise of operational employees with the strategic leadership of the executive.'

¹ SAICA represents the accounting profession through its three designations: CA(SA), AGA(SA) and AT(SA).

LOOKING TO THE FUTURE

SAICA has developed a well-researched competency framework for (1) pre-qualification (CA2025, AGA and AT competency frameworks) and, building on that, (2) post-qualification (CA Pathways to² Relevance). This sets out the competencies expected of professionals as they embrace the fast-evolving future.

The competencies are divided into three main categories:



The purpose of SAICA offering its members and associates a Learning And Development programme is to support its members and associates in remaining relevant in this period of rapid change and uncertainty. The Learning And Development offerings have been informed by SAICA's Pathways to Relevance framework, which is positioned to formulate the competencies and capabilities which SAICA members and associates should demonstrate in order to remain relevant and fulfil the roles expected from them by the markets they serve.

To help SAICA fulfil its role, both current and future CAs(SA), AGAs(SA) and ATs(SA) should demonstrate professional competence by maintaining a balance between the development of professional values and attitudes, enabling acumens, and technical competencies. SAICA's post-qualification Learning and Development framework (Pathways to Relevance) also focuses on the requirement for CAs(SA) to apply an integrative thinking approach when using their technical and enabling competencies in order to achieve long-term value creation and sustainable social and economic development for the benefit of a wide range of stakeholders.

SAICA's Learning And Development programme comprehensively addresses the requirements of the Pathways to Relevance framework and has a variety of offerings. These vary from events focusing on a particular subject matter to regular short engagements and interventions which ensure appropriate levels of technical support and help members and associates maintain the required levels of skills.

Members and associates can refer to the following resources for further information:

Continuous Professional Development (CPD) policy:

<https://www.saica.org.za/initiatives/competency-framework/cpd-policy>.

CA Pathways to Relevance framework:

<https://www.saica.org.za/initiatives/competency-framework>.

² Refer to the SAICA website for the AT and AGA competencies frameworks, which have also been updated.

LOOKING TO THE FUTURE

LEARNING AND DEVELOPMENT: FOCUS AREAS



TECHNICAL COMPETENCIES IN THE VALUE CREATION PROCESS

1.1 Audit and assurance

SAICA is fully committed to ensuring that its members engaged in the audit and assurance field are appropriately supported and that the voice of the auditing profession is heard and promoted in the economy and society. In 2023 the Audit and Assurance division will focus on the following learning and development areas.

Enhancement of audit quality

The International Auditing and Assurance Standards Board (IAASB) sets high-quality international standards for quality control, auditing, review, other assurance, and related services that strengthen public confidence in the auditing profession globally.

Significant developments have come out of the IAASB with regard to new and revised auditing standards that have been issued, including those relating to quality management, audit evidence and risk identification and assessment. The changes contained in the new and revised Quality Management Standards are fundamental because they will potentially change the operational structure and the governance structure of firms. SAICA is fully committed to assisting members with the implementation of the new and revised standards.

SAICA is planning to host events outlining the new and revised requirements of the important auditing standards as well as initiatives aimed at enhancing audit quality. These include:

Quality Management Standards

Three quality management virtual workshops providing an overview of the new and revised requirements of the Quality Management Standards will be held in 2023.

TECHNICAL COMPETENCIES IN THE VALUE CREATION PROCESS

Less Complex Entities

The LCE Standard is expected to be finalised at the end of 2022. When the standard has been approved by the IAASB and comes into effect, SAICA will host a webcast in 2023 to create awareness of the key requirements of the standard.

ISA 600 (Group Audit Engagements)

A technical seminar providing an overview of the new and revised requirements of the ISA 600 (Revised) coming into effect in December 2023 will be held virtually.

Audit evidence

The final standard on audit evidence is expected to be finalised in 2023. The Audit and Assurance division will update members on the key requirements of the standard.

Fraud

The role of the auditor in detecting fraud during an audit engagement continues to be an area of contention and one of the primary contributors to the audit expectation gap. SAICA will be hosting an event that will constitute a panel of experts on the topic discussing some of the initiatives that auditors can undertake to narrow the expectation gap resulting from fraud.

IRBA (Independent Regulatory Board for Auditors) information session

An IRBA information session will be held in mid-2023. Some of the following topics will be addressed in this session:

- Regulation of the new Quality Management Standards OR Annual Inspection Findings Report (depending on when the report is issued)
- IFIAR (International Forum of Independent Audit Regulators) on the inspection results
- Mandatory Audit Firm Rotation

SAICA and the Independent Regulatory Board for Auditors (IRBA) are jointly committed to ensuring that the auditing profession feels supported and empowered to play the role expected from auditors by society. The IRBA information session hosted by SAICA will afford auditors and other stakeholders the opportunity to have a dialogue directly with the IRBA, resulting in a consistent interpretation of the message throughout the profession. The topic of this conversation will pivot around practice governance, audit quality and risk outcomes.

FIC (Financial Intelligence Centre) schedule guide

A technical seminar to introduce the SAICA guide will be presented to members, highlighting key amendments to the FIC Act in their attempt to combat money laundering and other financial crimes.

Business Rescue Practitioners events

The COVID-19 pandemic and tough economic climate have exposed a number of businesses to financial challenges resulting in them failing or being exposed to significant risks of failing. Therefore the role of business rescue practitioners is becoming very important in the current environment. SAICA aims to host three events in 2023 that will aim to equip business rescue practitioners with some of the competencies that they need to conduct successful business rescue engagements.

1.2 Corporate reporting

The corporate reporting portfolio includes financial reporting (including IFRS and IFRS for SMEs), non-financial reporting (sustainability, integrated reporting and thinking) and regulatory reporting (financial services).

The corporate reporting events will discuss the latest technical developments (such as IFRS, sustainability and legislative changes) as well as relevant non-legislative changes.

The events have been carefully mapped to the Pathways to Relevance competency framework. The programme is ideally suited to members who wish to remain relevant and be part of the conversation, to network and discuss possible issues with both, other members and with SAICA so that the membership body can take the conversation back to the legislators, and regulators, to help make informed decisions. The purpose of these events is to train, educate, get feedback from and interact with members to help them to continue growing their skills.

Those who will benefit from these events range from traditional reporting teams, finance teams and sustainability team members to C-Suite executives including CFOs, audit committee members, finance committee members, boards of directors and CEOs.

Governance and reporting event for executives to be hosted by Audit and Assurance and Corporate Reporting

A joint biannual event between Audit and Assurance and Corporate Reporting (AA and CPR) will be held to address developments in corporate reporting and governance and legislation that affect directors of companies (C-Suite executives).

SAICA annual IFRS update

The SAICA annual IFRS update will make members aware of the new IFRSs/ amendments to IFRS/IFRS Interpretations Committee activities and assist members in gaining an understanding of the key accounting principles, and the application thereof, of the IFRS.

Financial services: insurance, medical schemes, retirement funds and banking seminars

These individual seminars will highlight the most recent developments in this specific industry and their impact. A variety of speakers will discuss a wide range of topics in reporting, technology, regulatory developments and others.

IFRS 17 Insurance Contracts

The objective of the event is to highlight areas of concern as noted in IFRS 17 and walk the delegates through the relevant requirements and illustrate the application thereof. The event will address the impact of IFRS 17 on financial and non-financial services companies.

IFRS for SMEs

This event will address the current requirements of IFRS for SMEs Standard as well as provide an update on the upcoming changes to the IFRS for SMEs Standard which will have a significance for entities applying the standard.

Integrated reporting / thinking: practical insights

This webcast will provide an overview of the integrated reporting framework/ principles and the application thereof as well as an overview of the changing corporate reporting landscape and impact on South African companies.

TECHNICAL COMPETENCIES IN THE VALUE CREATION PROCESS

Mergers and acquisitions guide

SAICA is in the process of developing a mergers and acquisition guide. The session will take members through a high-level summary of the guide.

Sustainability reporting update

Delegates will gain knowledge and understanding of the new International Sustainability Standards Board's (ISSB) sustainability reporting standards. This update, available to attend in person or virtually, is intended to create an awareness of the developments and their impact on South African companies.

Sustainability reporting: navigating the sustainability reporting standards

This webcast will provide delegates with a high-level update on the developments locally and globally, as well as an opportunity to hear from sustainability experts as they provide insights regarding how to navigate this space. It will also expose delegates to some of the potential effects of the new sustainability standards on South African companies.

Valuations update

The valuations update can be attended either in person or via webcast. This update will give delegates an understanding of the new valuations standards published and the future horizon.

1.3 Tax

It is said that, in this world, nothing is certain except death and taxes. Tax law, rates and procedures change at least annually, making it a constant challenge to catch up and stay compliant. Tax is also a changing environment with morals and public interest as a large component of the global tax environment, resulting in interpretative changes and regulatory pressures on the tax profession and taxpayers. There is no materiality in tax and getting it wrong can have a significant impact beyond just tax cost.

Knowing what is changing and planning for compliance, cost and change in your strategy remain fundamental to what the public expects from the profession.

SAICA's Learning and Development tax events are built into the following programmes:

Tax in Practice events

A monthly two-hour virtual Tax in Practice event will be held from February through November. The aim of this virtual event is to empower members in the tax profession through technical insight and 'war story' sharing to solve our own day-to-day tax challenges, better identifying solutions that add value for all. For registered tax practitioners, the sessions provide verifiable tax specific CPD hours.

Tax practitioner induction event

To enable our new tax practitioners to understand the environment they will be doing business in and the specific challenges, we host an annual tax practitioner induction, face-to-face or webcast discussing the practical considerations involved in starting and running a tax practice.

International tax matters

Our Tax unit, in conjunction with our International unit, will be hosting a hybrid event on tax matters to keep our international members abreast of SA tax matters that affect them.

SA tax update webinars in the International region

SA tax update webinars will be held in the International region in 2023 to update members on key South African tax developments.

1.4 Public sector

The difference in financial reporting and compliance in the public sector from the private sector can pose a challenge for members who are employed in the public sector or those who are thinking of joining the public sector. Due to a lack of controls and skills, the public sector is also experiencing challenges with preparing quality financial statements.

To address this challenge, SAICA will be hosting events to support members and associates in the public sector through courses and regular updates on financial reporting and governance which will enable members and associates to succeed and make a difference in the public sector.

The Learning and Development programme for the public sector includes:

Public Sector Financial Reporting update (GRAP and MCS)

The Accounting Standards Board (ASB) updates the Standards of Generally Recognised Accounting Practice (GRAP) on a regular basis to ensure alignment with the International Public Sector Accounting Standards (IPSAS). This seminar aims to ensure that participants are up to date with changes in Standards of GRAP and MCS to ensure these can be applied consistently throughout the 2023/24 financial year.

Public School Financial Reporting

The public school financial reporting seminar aims to enable preparers of public schools' financial statements to prepare credible financial statements as required by the South African Schools Act.

PFMA Compliance update

The PFMA Compliance update seminar aims to ensure that members and associates working in national and provincial government, and public entities are up to date with key compliance requirements issued by National Treasury to ensure compliance with public sector legislations and improve governance.

MFMA Compliance update

The MFMA Compliance update seminar aims to ensure that members and associates working in local government are up to date with key compliance requirements issued by National Treasury to ensure compliance with municipal legislation and improve governance.

SAICA GRAP Standards update

Municipalities and public entities prepare their financial statements in terms of Standards of Generally Recognised Accounting Practice (GRAP), and therefore it is essential for public sector finance officials to have an understanding of the Standards of GRAP and remain up to date with key changes in the standards. SAICA has identified the need for a GRAP course for members who are currently employed and consulting in the public sector or who want to go into the public sector which will provide them with an in-depth understanding of the standards.

After completion of this training, delegates should be able to:

- Demonstrate an understanding of the difference between GRAP and IFRS
- Demonstrate an understanding of the GRAP measurement, recognition and disclosure requirements, and
- Analyse and interpret GRAP financial statements

TECHNICAL COMPETENCIES IN THE VALUE CREATION PROCESS

The GRAP course will run over five days and will provide delegates with an understanding of the GRAP Standards with practical examples. Delegates will receive a SAICA GRAP certificate upon successfully completing the course.

Members, associates and non-members involved in public finance management and financial reporting directly or indirectly (including, but not limited to, lecturers, accountants, finance managers, chief finance officers, internal auditors, external auditors, audit committee members, consultants and analysts) will all benefit from these learning opportunities.

1.5 TechTalks

SAICA's exciting TechTalk series includes ten monthly two-and-half-hour technical events which will commence in February 2023 and end in November 2023. In order to promote a more integrated approach towards technical competencies, SAICA has combined the key technical areas (tax, corporate reporting, audit and assurance, public sector, and enabling competencies) into a single comprehensive programme which will be delivered in a TechTalk format.

These sessions focus on current events and affairs, and relevant and topical developments across various disciplines that happened during the month, to help attendees to stay on top of changes and developments. The TechTalks also allow members to engage with panel members, which will enable business development opportunities and improved risk management.

For corporate reporting, the topics will include IFRS reporting and IFRS for SMEs, integrated thinking and reporting, and sustainability, as well as specific topics facing regulated industries and members in business. Topics are determined based on legislative developments and those within the IASB and other relevant spaces.

The assurance sessions will cover audits, reviews or other assurance and related services engagements, practice, ethics, legislation and/or governance. Topics are determined based on current developments within the audit and assurance space.

Tax issues relevant to current affairs will also be discussed, for example regulation amendments and the impact thereof on various stakeholders.

The sessions will offer technical support to the members engaged in the public sector and to all interested in the public sector agenda.

The monthly TechTalk seeks to address the ongoing changes in legislation and financial reporting in the public sector and ensure that members are up to date. It will cover updates on financial reporting frameworks, legislation (PFMA and MFMA), governance, and audit and assurance in the public sector. It will also provide members with the opportunity to engage with key stakeholders in the public sector.

The themes will also be informed by the outcomes of the work of the SAICA member structures, including the Audit Guidance Committee, Ethics Committee, Legal Compliance Committee, National Small and Medium Practice Interest Group, Accounting Practices Committee, National Tax Committee, Senior Partners Forum, Assurance Leaders Forum, National Public Sector Interest Group, and others.

The TechTalk format will also allow engagement by key stakeholders to enable structured and comprehensive dialogue and the promotion of thought leadership and advocacy agendas.

TECHNICAL COMPETENCIES IN THE VALUE CREATION PROCESS

The TechTalks will be beneficial to all members, associate members and non-members who are interested in South Africa and its economy, audit and assurance, tax matters, corporate reporting, and public sector matters and updates. These include lecturers, accountants, finance managers, chief financial officers, internal auditors, external auditors, audit committee members, consultants, analysts, and students and trainees.

1.6 Technical bundles and roadshows for districts

SAICA's technical bundles for districts comprise face-to-face and virtual technical learning, as well as networking opportunities for members at the district level.

In this format, the Members and Global Alliance division will roll out events per district which will facilitate the following:

- Provide members with an overview of SAICA's current strategic projects in the context of its thought leadership and advocacy mandate
- Understand and promote the possible member involvement in all SAICA-related matters
- Seek feedback from members on all SAICA-related matters

Members are encouraged to attend, as this is an opportunity to engage with SAICA and ensure your voice is heard and your needs are being met.

PROFESSIONAL VALUES AND ATTITUDES

1.7 Ethics

The SAICA Code of Professional Conduct (including Independence Standards) (the Code) sets out fundamental principles of ethics for professional accountants reflecting the profession's recognition of its public interest responsibility. These principles establish the standard of behaviour expected of a professional accountant. The Code is aligned to the International Code of Ethics for Professional Accountants (including International Independence Standards) as released by the International Ethics Standards Board for Accountants' (IESBA) and the Independent Regulatory Board for Auditors (IRBA)

Code of Professional Conduct for Registered Auditors.

Ethics technical events are aimed at providing members with updates relating to amendments to the SAICA Professional Code of Conduct, IRBA's Code and the IESBA Code.

These events also aims to support members in complying with SAICA's CPD policy, which requires all members to reflect on ethics on an annual basis.

1.8 Digital acumen

Watch this space – SAICA plans to develop and offer a wide range of offerings to further develop members’ digital acumen (as well as the other acumens set out in the CA Pathways to Relevance framework). Refer to section 3.2: CAs(SA) of the future, as well as section 1.14: the University of Johannesburg short learning programmes on offer to SAICA members.

SHORT LEARNING PROGRAMMES

1.9 Mentorship Programme

The SAICA Mentorship Programme is an experience-based learning programme which has been running for over five years. In 2020 SAICA launched the programme online. This is an exceptional opportunity for members to learn, develop and engage with other members who have exceptional experience. It will assist in cultivating a more practical and pragmatic view and opinion on future career possibilities as well as advice on how to shape mentees’ careers. This is also an opportunity for experienced members to give back to the profession by developing younger members or members who are considering a career change. Mentees and ambassadors are individually matched based on interests and experience. SAICA calls on members and associates to volunteer to be either a mentor or a mentee.

The programme offers learning for members at all levels, from newly qualified CAs(SA) as mentees to more experienced members who have the opportunity to improve their mentoring, coaching, collaboration, leadership, relationship and communication skills in the role of mentors or programme ambassadors.

The programme has both a structured and unstructured portion. The structured portion provides support for both mentors and mentees. The content in the structured sessions includes mentoring skills, awareness and communication, making choices, ethical choices and reflective learning. The unstructured portion of the programme is where the allocated mentor and mentee are able to hold one-on-one discussions on specific areas for development. The programme is also supported by a number of ambassadors who have been involved in the programme over a number of years.

The experience of using these tools within a group of peers and within a mentoring relationship provides a real-world applied experience of developing relational acumen, decision-making acumen, and lifelong learning values, ethical values and citizenship values.

The programme starts in March and runs through to November each year. Please look out for specific communication in this regard if you are interested in being either a mentor or a mentee.

1.10 Leadership Masterclass Series (LEMS)

LEMS is an exclusive leadership programme developed for female SAICA members and associates who wish to further their leadership journey. The LEMS workshops are delivered as an online programme nationally and provide an amazing opportunity for aspiring leaders to gain enabling competencies in order to elevate their careers.

LEMS' mission

To fuel the desire of ambitious women in business to succeed in the workplace, helping them realise that they can achieve any goal they desire and equipping them with the mindset and tools to own their seat at the boardroom table.

SAICA/LEMS strategic partnership

Through this partnership, SAICA is demonstrating a commitment to gender transformation by providing female members access to a unique and transformative programme, contributing to the Sustainable Development Goals for women empowerment, and helping companies access quality interventions for their teams.

Please look out for an email calling for applications for this prestigious and highly recommended and intensive programme which runs over six months starting in March/April 2023. It includes the following modules:

Module 1:

The psychology of success – unleash the power of self-awareness

Module 2:

The psychology of success – chart your true path to success

Module 3:

Network with purpose like a pro – build trusted relationships

Module 4:

Brand and market yourself – increase your influence

Module 5:

Body language tricks that inspire confidence – awaken your inner warrior and unleash your physical energy

Module 6:

Celebrate your journey, embed your learning

This online programme is run by Difference Maker Usha Maharaj through a combination of online sessions and access to a learner management system with various lessons and reflective activities.

1.11 IFRS Certificate

Understanding International Financial Reporting Standards (IFRS) is a prerequisite for many financial professionals. SAICA continues to offer its members the opportunity to refresh and improve their knowledge of the practical application of IFRS through a series of interactive and comprehensive certified masterclasses.

1.12 Back to Basics

This course is aimed at members and associates who feel they are out of touch with the most recent IFRS Standards. The IFRS Back to Basics workshop series provides a detailed refresher on the core IFRS Standards. The workshop will be offered in the following formats in 2023:

- Online over a period of five interactive sessions of three hours each, or
- In-venue over two consecutive days

The total course time commitment is 15 hours.

It includes those IFRS requirements that are typical to the majority of entities, irrespective of entity size or industry bias. It will incorporate practical case studies which allow participants to understand the practical application of the principles learnt. The sessions have been designed to be highly interactive and the course is therefore limited to a maximum of 70 participants on a booked basis.

Dates will be communicated in 2023.

1.13 Wits CVO (Chief Value Officer) Programme

The CVO Programme is offered by Wits university in partnership with SAICA. This cutting-edge programme consists of three short courses and is part of a continuing research-driven enquiry into integrated reporting, integrated thinking and sustainable development being undertaken by the Wits School of Accountancy.

- The first short course is an integrated thinking-themed course which examines integrated thinking and value creation in a practical context with a focus on how the CVO, either in a dedicated role or in some other executive capacity, could be expected to oversee the management of multiple types of capital.
- The second short course is a governance-themed course which covers outcomes-based governance and its application to emerging issues such as COVID-19 and climate change. The course considers the drivers and consequences of good governance and how an outcomes-based approach to governance is essential for effective multi-capital management, stakeholder engagement and long-term value creation.
- The third short course in the CVO programme is an assurance-themed course which deals with, inter alia, the nature and emergence of combined assurance, the role of external assurers in the preparation of integrated reports, and the relevance of assurance for the broader value creation.

The short courses can be attended consecutively or independently of each other. Participants have the option to complete either one, two or all three courses. Completing all three short courses plus a short dissertation will earn you a further qualification (a postgraduate diploma from Wits).

Refer to the SAICA website for further details and dates:

<https://www.saica.org.za/initiatives/competency-framework/online-learning-programmes/wits-online-cvo-programme>.

1.14 University of Johannesburg short learning programmes

SAICA and UJ have partnered to offer short learning programmes to SAICA members and associates as follows:

- Embracing 4IR (Perspectives for Accountants)
- Integrated Reporting for Accountants
- Artificial Intelligence
- Embracing Blockchain and the Internet of Value in the 21st Century
- 4IR Ethics for Accountants

For more information please refer to the SAICA website:

<https://www.saica.org.za/initiatives/competency-framework/online-learning-programmes/uj-online-short-learning-programmes>.

Latest short learning programme offering from UJ

4IR Ethics for Accountants

The use of artificial intelligence (AI) by accountants has an impact on our everyday lives. Accountants are embracing AI technologies in their day-to-day operations to make vital business decisions. However, in adopting these new technologies, there are naturally concerns which may arise. One such concern that arises is the ethical dimensions that

an accountant may encounter when developing or deploying AI technologies to make business decisions.

A need was identified by the School of Accounting to create a short learning programme for accountants concerning 4IR and ethics for artificial intelligence. As the world races on, there is a risk that accountants would not be aware of ethical dimensions that arise with artificial intelligence.

Thus, this course will seek to develop knowledge for accountants regarding various ethical approaches that need to be adopted in the development and deployment of AI tools, including responsible innovation, data ethics and applied ethics in system design. In addition, the course identifies ethical concerns that culminate in the development of an AI ethical governance framework. This framework can be adopted by accountants to ensure ethics are emended in all aspects of their AI journey.

Course content

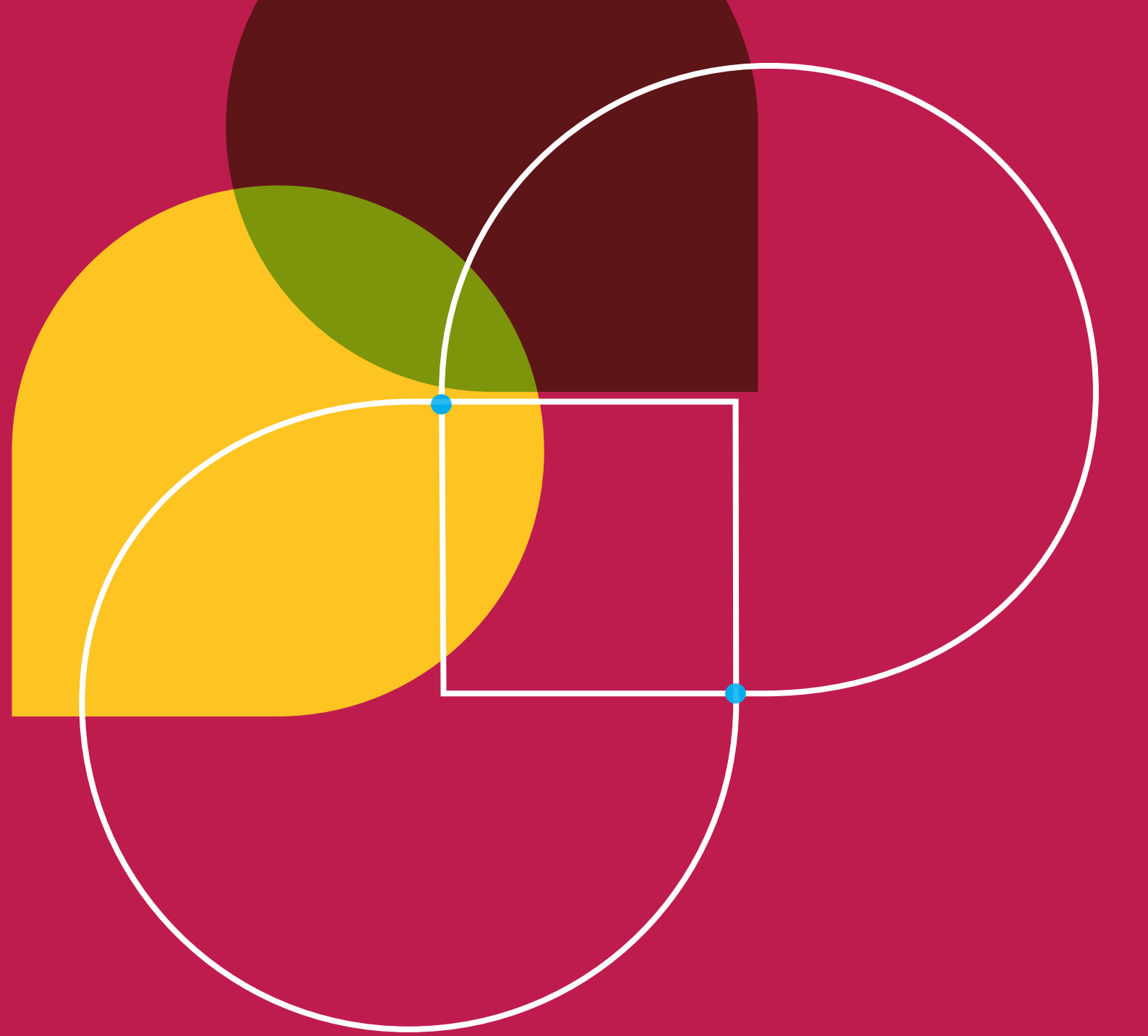
The following topics are covered in this course:

- Business ethics
- Ethics and technology
- Responsible innovation
- Data ethics
- Applied ethics in system design
- Identification of AI ethical concerns
- AI ethical governance framework

1.15 Other programmes being developed

Please note that SAICA is committed to helping its members and associates remain relevant. Please watch this space and follow the SAICA learning and development initiatives that we will continue to develop to provide you with the most relevant learning opportunities. This will include a focus on short learning programmes as well as investment in our lifelong learning platform called eVolve, which will be launched in 2023.





SECTION 2

**MEMBER
EXPERIENCE**

MEMBER EXPERIENCE

SAICA is the foremost accountancy body in South Africa and one of the leading accounting institutes in the world.

SAICA believes the accountancy profession should take a leadership role in society and therefore endeavours to create opportunities to enable members to share their experiences more broadly and to connect with other professionals, expand networks and leverage off the knowledge of others.

The Institute further offers value to its members and associates by having a two-way conversation that includes relevant learning opportunities as well as input from members on what they need from the Institute.

As such, member events take place throughout South Africa as well as internationally. These engagement and network opportunities are organised based on the various regions' and districts' needs, suggestions and requirements.

2.1 CEO roadshows

CEO roadshows will give members an opportunity to network and engage with SAICA's Chief Executive Officer, Mr Freeman Nomvalo, in order to get feedback, share ideas and give input into SAICA's projects and initiatives.

SAICA intends to hold various roadshows in Q2 during 2023. Provisional dates are listed below:

Date	Roadshow	Time SA	Time international	Webcast / F2F
5 Apr	South Africa	08:30-10:30		F2F and webcast
12 Apr	EMEA	09:00-11:00	08:00-10:00 (London)	Webcast Webcast
13 Apr	ASPAC	10:00-12:00	18:00-20:00 (Sydney)	Webcast
25 Apr	The Americas	20:00-22:00	14:00-16:00 (NY)	

2.2 New member experience

SAICA has two events tailor-made for new members:

- SAICA's exclusive new member welcoming events celebrate newly qualified CAs(SA) and AGAs(SA). Traditionally, there is a celebratory gala event to celebrate and welcome new members while networking with SAICA employees and fellow new members.
- SAICA online induction event introduces members to various departments within SAICA and gives members a window into the services and experiences that they can expect throughout their membership journey.

2.3 Continuous member experience

SAICA's continuous member experiences include dinners, lunches, business/executive breakfasts, coffee conversations, conferences and family sports days that provide members with the opportunity to network with industry peers and celebrate the profession in a social environment. These events are always well supported and create a true sense of community and opportunities to expand networks. They are open to all members, associates, district members and trainees.

Business breakfasts / coffee conversations

Insightful, timely and concise, these formats give an opportunity to gain the inner track on pertinent commentary related to current affairs before you need to be in the office. For instance, knowledgeable panellists inform members about the implications of the President's State of the Nation address and the economic perspective of the annual budget speech.

These events are also available as live webcasts.

In addition, district-specific business breakfasts and coffee conversations address the requirements of specific locations and allow members to network while gaining insight into specialised content delivered at the request of district committees.

Dinners

SAICA understands that work can often be just that ... work! To break the cycle, annual dinners at both regional and district level allow members to step back, engage socially with colleagues in a formal setting, celebrate the achievements of the year, and find inspiration and humour from carefully curated speakers.

Sports and activity days

Keeping the body energised and active and being connected to a tribe is a proven method of maintaining and improving mental alertness and agility.

SAICA's member experiences include various activities that members and, in some cases, their families, can partake in and which promote physical and mental well-being. Activities such as golf, mountain biking, bowls and quiz evenings form part of these experiences events.

The annual year-end Sydney harbour cruise has been a popular event for CAs(SA) based in Australia.

The annual UK Golf Day takes place on a Friday in June or July of each year and the annual UK Ladies Brunch takes place in September of each year.

Women in Leadership Conference

The accounting profession has no shortage of inspirational women. To celebrate and inspire the female leadership of today and tomorrow, the annual Women in Leadership Conference takes ownership of August to deliver inspirational speakers, problem-solving concepts and ground-breaking solutions that continue to celebrate women.

The event normally offers a host of keynote speakers, reflective conversations, interactive panel discussions and space to connect, inspire, recognise, and explore the themes that will focus on a revitalised leadership mindset, the importance of authentic connection, and diversity and inclusion.

Young CA networking events

A dedicated offering to the younger members, these events in June create a dynamic setting in which like-minded, progressive young members can meet, maintain and enhance their professional networks. Through the creation of various networking opportunities, the events are designed to offer under-35 members the opportunity to develop themselves professionally in an entertaining, interactive and practical environment.

Spring Conference

An opportunity for Northern Region members to network and explore topical issues, the three-day Spring Conference is typically held at one of the scenic lodges in North West Province in the first week of September each year. The first day consists of a golf day and spa activities followed by 1,5 days of presentations exploring various relational, business, digital and technical acumens. A great line-up of speakers, entertainment, gifts and prizes is in store for you at the conference. The conference is open to all SAICA members and associates, and some opt to bring their partners as well.

Summer Conference

The Summer Conference is hosted in October of each year and attracts SAICA members from across the Central Region, which comprises the Free State, Northern Cape and North West. The conference takes place over a weekend (Friday–Sunday) and is only open to SAICA members and associates. Attendees range from newly qualified members to those that have been in the profession for years. Inspiring speakers, daring team-building activities and networking with sponsors, peers and colleagues are all ingredients for a perfect Summer Conference. You will be treated to the best speakers on pertinent non-technical topics and get the chance to recharge whilst expanding your network in a relaxed and social environment.

International conferences and partner events

Members based outside South Africa are catered for through various conferences that SAICA hosts in conjunction with partners. The opportunity to partner with various institutes allows for increased collaboration, networking opportunities and reduced costs to members.

- The Chartered Accountants Worldwide USA Conference brings together several institutes worldwide and caters for members based in the USA. The conference is held virtually and provides a mix of topical subject matters.
- In the annual Bank of England Economic Update, leading economists provide an outlook of the UK and global economy. This has been a favourite with members for many years.
- SAICA and Chartered Accountants Australia and New Zealand (CAANZ) host a joint full-day annual conference which usually takes place on a Saturday in March.
- SAICA hosts conferences with various other institutes worldwide. Members can also access local institute conferences through the GAA Passport, which enables members in various jurisdictions to attend the local institute's member events and conferences at local member rates.

International new arrival support

Moving country can be stressful to even the best-prepared individuals and families and, with some 20% of CAs(SA) living and working outside their home country, SAICA wishes to make the transition easier. Support structures are in place in several countries, including a dedicated Regional Executive: International Members based in London.

In the United States, SAICA has a long-standing relationship with Chartered Accountants Worldwide USA, which can assist members in various cities across the US to network with CAs from member institutes living in the US and provide assistance for new arrivals.

Committees are currently operating in a number of international countries assisting members in settling into, and flourishing in, their new countries.

2.4 Tailored member experience

SAICA's tailored member experiences are excellent networking and relationship-building opportunities which include international member events such as social networking events and SAICA executive networking opportunities, as well as business rescue practitioner networking events that encourage member participation and professional citizenship. A combination of mentoring, learning, networking and social interaction is aimed at providing members with the opportunity to network with key high-profile players in business and practice; network with colleagues in an informal and relaxing environment; meet potential mentors; and share and learn from the experience of accomplished members on how they have navigated their careers.

For instance, business rescue practitioner events are small networking events in Durban, Cape Town and Johannesburg for business rescue practitioners that are registered with SAICA. This is an ideal opportunity for newer business rescue practitioners to learn from more experienced practitioners and to exchange information and experiences, promote business rescue practitioners, support and empower each other, discuss the changes and challenges the profession is facing, build relationships and create opportunities for future collaboration.

2.5 Top 35-under-35

The Top 35-under-35 competition was launched by SAICA in 2014 to recognise its young CA(SA) achievers. It has proven to be a huge success in recognising and promoting young CAs(SA) under the age of 35 who are not just achieving extraordinary results in their professional capacity but also have a significant impact on society.

The finalists are chosen from thousands of entries and nominations and are considered to be the cream of the crop of CAs(SA) under the age of 35. They all have gone the extra mile to achieve their career aspirations but have also moved swiftly through the ranks to lead operations within notable organisations.

What sets this competition apart is the fact that all finalists also run or manage projects that have a positive impact on society and tie in with making the world a better place. Judging happens over two days with a panel of highly esteemed business leaders whereafter the category winners and overall winner are announced.

Programme milestones:

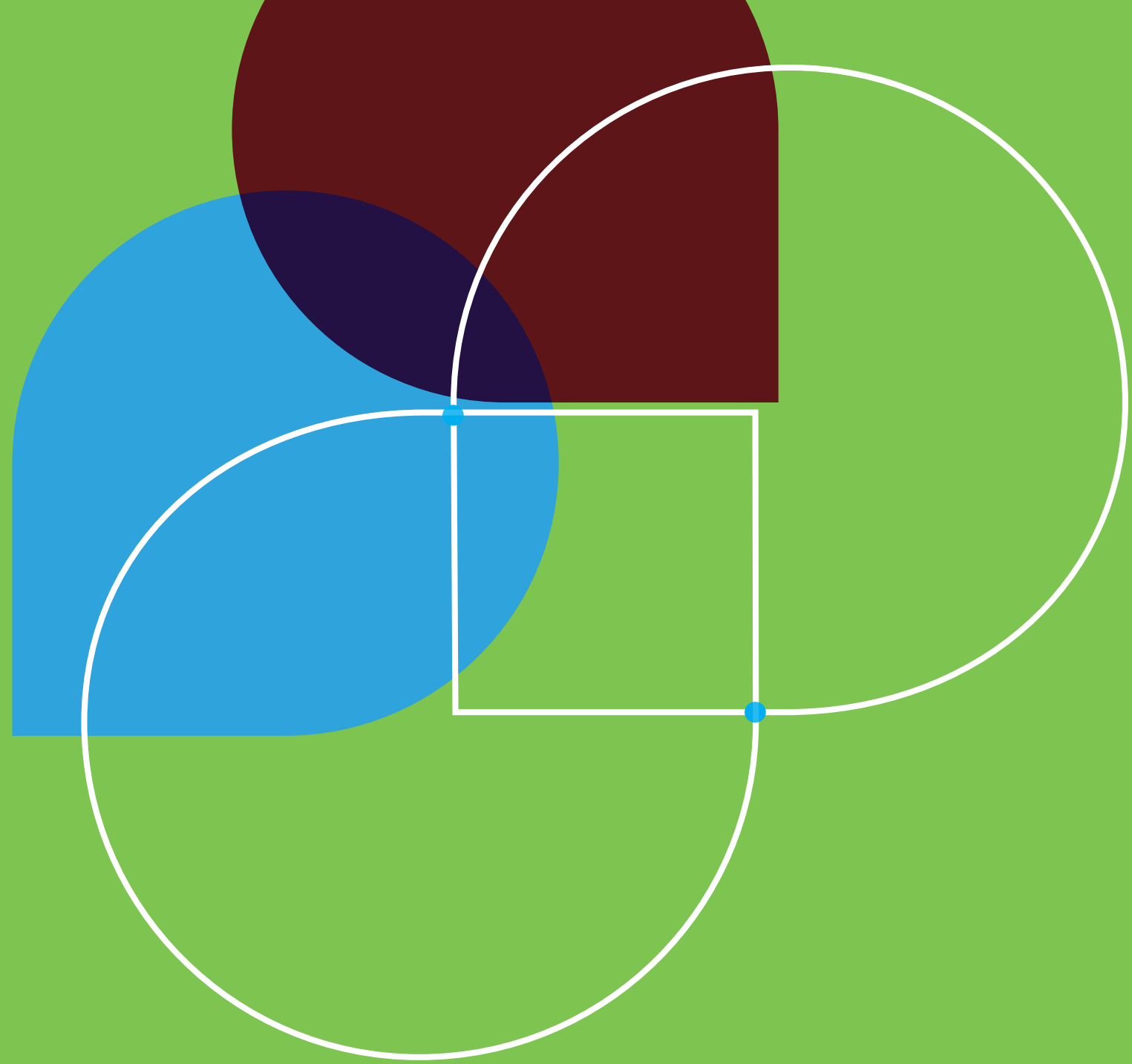
- Call for entries: January–July 2023
- Selection: August 2023
- Profiles: August–November 2023
- Judging: November 2023
- Awards: November 2023
- Winners' profiles: November and December 2023

2.6 Chairman's Difference Makers Awards

Launched in 2022, the Chairman's Difference Makers Awards recognises members of SAICA who are difference makers in various areas of business and society – those who have breached the gap between being good and being excellent; those who make decisions that provide sustained prosperity for all, and help shape communities, economies and society while applying the highest standards of ethics, integrity and accountability. The award winners are announced at an event following SAICA's yearly AGM.

Important timelines:

- February–March 2023: Nomination and entry period
- April 2023: Judging process
- May 2023: Announcement of the finalists



SECTION 3

**THOUGHT
LEADERSHIP &
ADVOCACY**

Thought leaders are knowledgeable, influential leaders and go-to people in their field of expertise. They are trusted sources who move and inspire people with innovative ideas, turn ideas into reality, and know and demonstrate how replicate their success. Thought leadership can be defined as the creation and analysis of new innovations, knowledge, solutions and ideas with combined resources and skills. It encourages problem-solving and has no set rules, but is always based on fact. It introduces and promotes convention-breaking ideas that help people change the way they think. It involves the process of formulating big ideas and insightful points of view on big questions or critical issues and requires a solid understanding of the outside world and of the issues that are important to stakeholders. Thought leadership requires brands to be plugged into the zeitgeist.

These ideas need to be novel, convention-breaking, original, and at the very least interesting. While it is different from expertise, thought leadership is built on facts, expertise and trust. Innovation is essential if you want to remain relevant to your clients and prospects, and competitive among your peers. SAICA is committed to breaking boundaries in order to facilitate change for good, and therefore the thought leadership events build on SAICA's learning and development opportunities holistically in order to achieve this. The organisation also strives to advocate on behalf of members by formulating collective consensus viewpoints in response to, for example, National Treasury, the IFRS Foundation and IRBA, thereby giving members a real voice in these discussions through networking and engagement.

3.1 Audit Reform Programme

While there is an understanding that the auditing profession needs to evolve in order to stay relevant and address trust restoration and reputational issues, SAICA's view is that the overall financial reporting ecosystem is called to answer by the recent corporate failures and scandals. Globally, the finance profession as a whole is facing major challenges:

- How do we, as finance professionals, stay relevant into the future (including in the context of digitalisation, sustainability reporting requirements and the reputational crisis that the profession is still recovering from)?
- How do we ensure the stability and trustworthiness of the financial reporting ecosystem?
- How do we ensure that the profession remains attractive to young professionals who have just qualified?

The overall vision for the profession is to become true leaders in the economy and society where the profession is seen as the custodians of governance, ethics, and due care irrespective of which role each member plays within the financial reporting ecosystem.

The Audit Reform Programme will facilitate discussions around the reasons for the current state of the profession as well as enable a debate to formulate solutions for the future possibly applying a 'next practice' concept. Other issues to be discussed under this theme include:

- Analysing the Zondo Commission reports and the role of the accountancy profession
- The impact of digital transformation on the auditing profession, and
- The role of the profession in providing solutions to climate change and other aspects relating to sustainability reporting and assurance

SAICA will use the outcomes of its audit reform project to guide and direct the conversations. Various detailed discussions are planned for the months of April, June and September with the different stakeholders, including firm representatives, IRBA, the JSE, the Auditor-General of South Africa (AGSA), National Treasury and the Audit Committee Forum (an audit committee chair). These webcasts are aimed at all members but more specifically at auditors and users of financial statements (investor groups).

3.2 CAs(SA) of the future

What does the future hold for chartered accounting? The profession has evolved significantly over the last few years, but the world continues to change at breakneck speed. This series delves into what the future holds for CAs(SA) and how they can reinvent and re-imagine themselves in order to stay relevant.

Some of the topics we will address in the series in 2023 are:

- Insights and foresight on and adapting to the future of work, business, society, and the accountancy profession, centred on SAICA's enabling competencies
- Outlining the role of the accountancy profession in the Fourth Industrial Revolution (4IR) and the evolving world of business
- Enhancing competence around digital acumen through awareness of the trends, related concepts and tools (including for example the data management value chain, artificial intelligence, robotic process automation, blockchain technology, and machine learning)
- How accountancy, finance, assurance, and consulting practices are evolving to add meaningful value to clients and in response to changes in business needs from professionals
- A mindset shift towards a balanced and well-rounded professional who is relevant and suitable for the demands and expectations of the evolving world of work – this through balanced competence that intentionally integrates SAICA enabling competencies and professional values and attitudes.

3.3 Courageous Conversations

Launched in 2017 as an advocacy initiative between SAICA and the Wiseman Nkuhlu Trust, Courageous Conversations creates a platform for engagement between the country's thought leaders, experienced professionals and the public to find innovative but practical solutions to troublesome socio-economic issues affecting the chartered accountancy profession as well as the country.

In 2023, SAICA will run three Courageous Conversations events where attendees will be challenged to create a national culture of critical thinking and solution creation.

3.4 Ethics in Practice series

Ethics is a foundational competency for all members of the profession and a cornerstone of our brand. All SAICA members are therefore required to annually provide evidence of regular reflections on ethics values and attitudes as part of their CPD compliance. To support our members in this regular practical reflection, SAICA will be hosting a series of monthly ethics webinars where thought-provoking conversations will compel members to reflect on personal, business and professional ethics as they relate to their real-world environment. The Ethics in Practice series aims to promote a sustainable ethical culture in the profession, which should in turn assist with restoring trust and reputation.

The series will also allow members and associates to discuss ethics-related challenges they may be experiencing and support that they may require.

3.5 Finance Leaders

This two-day conference will be held at the Sandton Convention Centre on 21 and 22 November 2023 and will include renowned international and local speakers from business, practice and fintech. The Finance Leaders programme will include three concurrent, full streams – Business, Technology and Top 35 Entrepreneurs – giving delegates ample opportunity to choose or mix their programme and content over the two days whilst networking with other CAs and more than 50 exhibitors. The conference also kicks off a key week for SAICA that concludes with the flagship Top 35-under-35 Awards.

3.6 Public sector audit outcomes and professionalisation of the public sector

The Auditor-General of South Africa (AGSA) reports negative audit outcomes at both local and national/provincial government levels annually. This is augmented by the regular reporting of fruitless and wasteful expenditure, unauthorised expenditure and irregular expenditure. Poor public finance management and a lack of consequence management by government have an impact on service delivery and the lives of the citizens of the country.

SAICA is committed to assisting government in the turnaround of the public sector through regular engagements with key stakeholders in the public sector such as AGSA, the South African Local Government Association (SALGA), National Treasury and the Department of Cooperative Governance and Traditional Affairs (COGTA). SAICA will be hosting a number of webcasts to address concerns that exist in the public sector and provide members with the opportunity to interact with key stakeholders. These sessions include the following:

MFMA financial reporting and audit preparation workshop

This seminar aims to enable preparers of MFMA financial statements within local government to submit credible financial statements for audit purposes and minimise the risk of the identification of misstatements by external audit which may result in corrections of material misstatements.

PFMA financial reporting and audit preparation workshop

This seminar aims to enable preparers of PFMA financial statements within national and provincial government to submit credible financial statements for audit purposes and minimise the risk of the identification of misstatements by external audit which may result in corrections of material misstatements.

2022–23 PFMA audit outcome

The 2022–23 PFMA audit outcome will provide delegates with an in-depth understanding of the national and provincial audit outcomes for the 2022–23 financial year which will be presented by the Auditor-General of South Africa (AGSA).

The session will also include discussions by key stakeholders in the public sector including AGSA, National Treasury, SALGA and civil society.

2021–22 MFMA audit outcomes

The 2021–22 MFMA audit outcomes will provide delegates with an in-depth understanding of local government audit outcomes for the 2021–22 financial year, which will be presented by the Auditor-General of South Africa (AGSA). The session will include discussions by key stakeholders in the public sector, including AGSA, National Treasury, SALGA and civil society.

Public sector – advocating in the public interest

One of SAICA's objectives in terms of its Constitution is to act in the public interest. This event will include key discussions with stakeholders on how to address challenges affecting the public sector and SAICA's advocacy in the public interest.

3.7 SAICA Conference

SAICA will be offering a high-quality and thoroughly engaging and interactive conference covering a number of different areas during 2023. More details will be provided in due course.

3.8 SAICA Summit at Leaderex

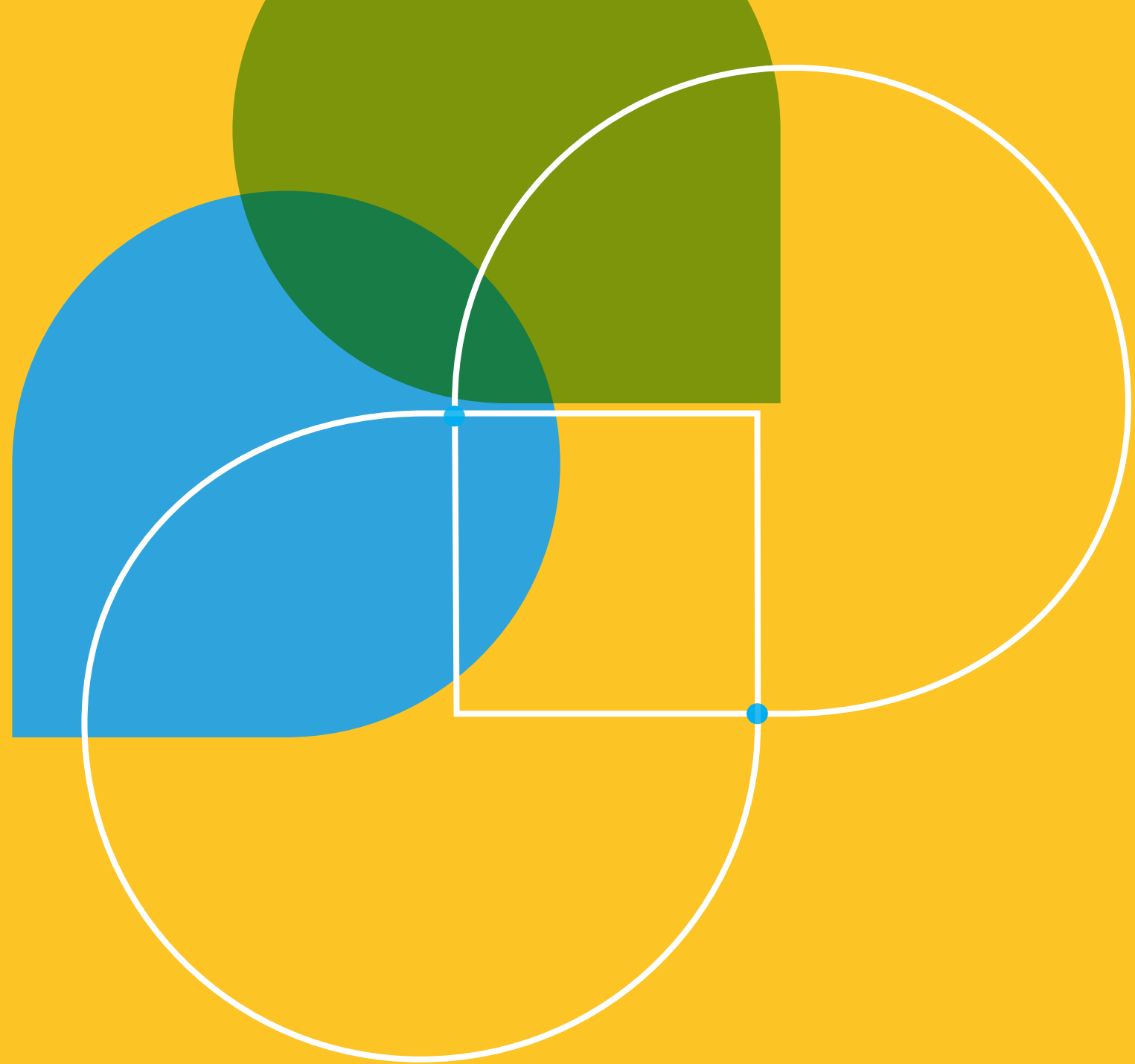
SAICA's Summit within Leaderex draws a wide audience of business leaders, professionals and government officials and gives SAICA a platform and voice to a greater audience than just its member base. Through the variety of topics discussed in SAICA's summit room on the day, SAICA brings together some of the country's brightest minds to be part of idea-focused talks and conversations to unpack solutions to the challenges facing SA's economy faces – particularly as it pertains to the fight against corruption and what the role of business, government and society at large plays in beating this scourge.

3.9 Unite 4 Mzansi™

The Unite 4 Mzansi™ mission is to mobilise civil society to work together to identify, understand and prevent corruption in both the private and public sectors through policy reform, solutions and education. It is a think-tank that will find actionable ways to overcome South Africa's prolific culture of corruption and state capture.

Unite 4 Mzansi™ has developed case studies to help students, members of the business community and civil society to develop an understanding of ethics, corporate malfeasance, state capture and what we need to do to ensure this does not become the norm in our nation. In 2023 Unite 4 Mzansi™ will be sharing more of these case studies and learnings with the public.

Unite 4 Mzansi™ is committed to leading from the front and making a real difference. We hope you join us for these critical discussions.



SECTION 4

**SAICA
TRAINING
PROGRAMME**

4.1 Assessor training workshops

The assessment of trainees is a fundamental component of the SAICA training programme, and only SAICA-registered assessors may assess trainees' overall competence as part of the summative assessment process. All training officers are also required to be registered assessors. This two-day workshop equips AGAs(SA) and CAs(SA) to become registered assessors.

The outcomes of this training can be summarised as follows:

- Understanding key principles of the SAICA training programme that relate to assessment
- Understanding the theory that underlines assessment
- Being able to plan and prepare for assessment
- Being able to prepare trainee accountants for assessment
- Being able to conduct an assessment and document the evidence gathered during the assessment
- Being able to evaluate and record evidence and make assessment judgements
- Being able to provide feedback to the trainee accountant after completion of the assessment
- Being able to review the assessment process to ensure quality and continuous improvement

Delegates will be required to complete a portfolio of evidence following the training. If found competent, the delegate may register as a SAICA assessor.

4.2 Trainee/reviewer/evaluator workshop training

Workshops to further support the implementation of the CA2025 competency framework through the key role players in the training office environment.

4.3 Trainee/reviewer/evaluator workshop training

The assessment of trainees is a fundamental component of the SAICA training programme. The reviewer plays a key role in the formative assessment of trainees (through the completion of technical and professional skills reviews). This workshop is designed to equip reviewers with the necessary skills and understanding to enable a more effective and efficient assessment process. The focus is specifically on the reviewer's role in the assessment process and the specific responsibilities and skills required to complete the technical and professional skills reviews.

This intensive four-hour workshop will cover the following topics:

- The SAICA training programme
- Competencies that need to be assessed
- The professional conduct values
- Basic versus advanced experience
- The generic training plan or equivalent
- Assessment and what it involves:
 - SAICA rating scale
 - Using the decision trees to determine objective ratings

- The assessment instruments:
 - Technical skills reviews (TSRs)
 - Professional skills reviews (PSRs)
 - Guidelines on completion of the TSRs and PSRs
 - What constitutes acceptable evidence for technical skills, professional skills and professional conduct values
- Role-player responsibilities relating to the assessment process:
 - Trainee responsibilities
 - Reviewer responsibilities
 - The assessment policy

4.4 Trainee assessment workshop

This workshop is designed to equip trainees with the necessary skills and understanding for enabling a more effective and efficient assessment process.

Feedback from trainees, training officers and training office reviewers indicates that there is a marked improvement in the trainees' understanding and ability to complete assessments after the workshop. Trainees indicate that they particularly benefit from engaging with other trainees around assessment in a comfortable environment that encourages questions and interaction.

This intensive four-hour workshop will cover the following topics:

- The SAICA training programme
- Understanding which competencies need to be assessed
- Assessment and what it involves
- The assessment of competence – what it means and what it involves
- Trainees' responsibilities relating to the assessment process
- What constitutes acceptable evidence for technical skills, professional skills and professional conduct values
- Guidelines on completion of the technical and professional skills reviews (TSRs and PSRs)
- The importance of and issues relating to the completion of the assessment needs analysis (ANA) and the consequences of not achieving competence at the end of the training contract
- Ratings of competence and the correct use of the SAICA decision trees
- Determining when a task is considered to require development, and how development needs should be addressed through the ANA process
- How expected levels of competence are determined and used in determining development needs

The information is presented in a practical and easy-to-implement manner.

4.5 Annual assessment refresher workshop

This workshop is designed to update training officers, evaluators and assessors with the latest information and common pitfalls relating to the training programme and assessment process. While the 2016 training programme will be covered, the emphasis will be on the CA 2025 training programme.

4.6 Trainee Tuesdays

Trainee life can be challenging. Trainees work long hours, often under extreme pressure, and this can negatively impact their wellness.

Together with experts in their field, SAICA hosts bi-monthly Trainee Tuesdays, one-hour lunchtime discussions, to help trainees stay on the path by sharing the 'journeys to greatness' of young CAs(SA) as well as instilling the profession's responsible leadership traits into aspiring members.

4.7 Trainee Trailblazer competition and summit

The work environment is ever-changing – therein lies both challenges and opportunities for the trainee. This five-day virtual trainee summit focuses on a number of key competencies which trainees need to remain relevant in the roles they perform and to embrace future opportunities and challenges confidently. The 2023 trainee summit aims to help trainees fully understand and engage with some of the main elements of the CA2025 framework.

Topics which will be focused on during the summit include ethics and corporate citizenship; the workplace of the future; digital acumen, and resilience in the workplace. On day 5 of the summit, we host the Trainee Trailblazer awards ceremony. Summit attendees will have the opportunity to watch videos from the finalists of the competition and then vote for the overall winner of the 2023 Trainee Trailblazer competition.



CONTACT SAICA

Website: www.saica.org.za

Local phone number: 08610 SAICA (72422)

International phone number: + 27 11 621 6600

Email contact centre: saica@saica.co.za

Organisations that wish to advertise, sponsor or participate in commercial ventures can contact:

Matt Knight

Project Director, Business Development & Commercial Delivery

Matk@saica.co.za

071 785 7205



SAICA

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MAKERS™**