



CA(SA) Difference Maker

Handbook





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CONTACTS

Contact centre operating hours

Hours: 08:15 to 16:30

Monday to Friday

Closed on weekends and
Public Holidays

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OR 011 621 6600

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SAICA Eastern Region

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SAICA International

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WELCOME TO YOUR JOURNEY OF DIFFERENCE- MAKING

Dear Magic Difference Makers

It is with great pleasure that I welcome you to the South African Institute of Chartered Accountants (SAICA). Today, you officially join a community of over 60,000 members and associates who are not just professionals but leaders, trailblazers, and difference makers.

At SAICA, our purpose is rooted in making a meaningful impact. Through our difference-makers ethos, we empower our members to inspire confidence, enable transformation, and create value for their organisations and society at large.

As you embark on this new chapter, you will find that SAICA is more than just a professional body - we are your partner in lifelong learning, a champion for the integrity of the accountancy profession, and a platform for cultivating and nurturing connections that matter.

Our current strategy is centred around member-centricity, ensuring that we provide you with the tools, resources, and opportunities to grow, both personally and professionally. Whether you are navigating the complexities of the business world or contributing to nation-building, SAICA is here to support you every step of the way.

We encourage you to explore the many resources available to you as a member. From technical support and professional development opportunities to thought leadership insights and networking forums, our aim is to enable you to thrive in every aspect of your career.

We encourage you to find areas that align with your purpose which you can contribute to achieving our shared purpose as we deliver on various SAICA planned initiatives for a greater impact in our owned or employer or volunteer organisations and our communities.



Patricia Stock CA(SA)
SAICA Chief Executive Officer

To help you get started, we encourage you to familiarise yourself with some of the key resources available to you:

- **SAICA website:** A detailed online resource for members and other stakeholders.
- **Member Portal:** To update your details, check your account status, log queries or confirm membership.
- SAICA Contact Centre: 08610 72422.
- Technical Support: For guidance on industry standards and compliance, please log a query on the Member Portal.

As you settle into your SAICA journey, I invite you to embrace our vision of making a difference – not just in your career but in the lives of those around you.

Once again, welcome to SAICA. We look forward to walking this incredible journey with you.

Yours in caring to make a difference.



WELCOME TO SAICA



[Click to view]



CA(SA) BRAND PREMIERSHIP AND INFLUENCE

As a member of one of the world's leading accounting institutes, you are now among the most highly regarded and trusted business professionals in the world.
Congratulations!

Being a Chartered Accountant CA(SA) is your gateway to an exciting, vibrant and multi-faceted career, one that affords you prestige in the industry of your choice, gives you global mobility, flexibility, and a competitive advantage. It also brings the pride that comes with the CA(SA) designation.

Our affiliations with international professional associations ensures that you, as a SAICA member, enjoy the benefits of our efforts to promote the international excellence of the CA(SA) designation. We are committed to advancing and maintaining the relevance of the profession, both locally and internationally.

International professional associations:





CONNECTING YOUR WORLD

The Chartered Accountants Worldwide Network Member logo shows that you are part of a global network with over 750,000 members and over 1 million students.

Find out more and visit the link below:

www.charteredaccountantsworldwode.com/network-member



SCAN HERE
for more Info



INTERNATIONAL ASSOCIATIONS



CA Worldwide (CAW)

WHAT IS CAW?

CAW brings together the leading institutes of chartered accountants from around the world to support, develop and promote the vital role that chartered accountants play throughout the global economy.

HOW DOES IT BENEFIT ME?

As a member of SAICA, you are automatically also a CAW network member, which means you can expand your professional connections by networking with other members in the global CA network, and access international resources to keep your skills up to date. As a CA(SA), you also gain access to greater global opportunities.

Download your CAW Network Member logo here to use on your social media profiles, business cards and email signatures.

Click here to view the CAW corporate video



**Pan-African Federation
of Accountants**

WHAT IS PAFA?

PAFA is a non-profit organisation that provides a forum for cooperation and assistance amongst African professional accountancy organisations.

HOW DOES IT BENEFIT ME?

PAFA, through cooperation and assistance mentioned above, further advances the status of the accountancy profession.

www.pafa.org.za



**Global Accounting
Alliance (GAA)**

WHAT IS GAA?

SAICA is a full member of the GAA and has mutual recognition agreements with six GAA member bodies. Under these agreements, the member institutes have each agreed to host visitors from other GAA institutes when domiciled in their jurisdiction.



INTERNATIONAL ASSOCIATIONS



Global Accounting Alliance (GAA)

HOW DOES IT BENEFIT ME?

This means that as a CA(SA) and a member of one of the 10 member institutes of the GAA, your GAA Passport affords you the opportunity to receive professional support from the GAA when working in another country.

Please contact the particular institute of the country you are visiting or moving to for details of their [GAA Passport offerings](#).



International Federation of Accountants Council (IFAC)

WHAT IS IFAC?

SAICA is a full member of the International Federation of Accountants Council (IFAC). IFAC membership is a globally recognised hallmark of a high-quality professional accountancy organisation (PAO).

HOW DOES IT BENEFIT ME?

As part of the IFAC network, you gain access to expertise, resources, and support to help strengthen the services provided by its members.

Furthermore, IFAC membership reinforces to public and private sector organisations locally, regionally, and internationally that your PAO (in this case, SAICA) has credibility, capacity and relevance.



BRAND REPUTATION MANAGEMENT



SAICA has a comprehensive reputation management and communication plan which is built on reconstructing trust in the profession ([#trustreconstruction](#)) and showcasing that the profession is of national value ([#aprofessionofnationalvalue](#)).

SAICA's marketing and communication efforts focus primarily on presenting you, our Associates, as thought leaders and **#difference makers** in society, not only making an impact in your communities, but also having an impact on economies. As part of its ongoing efforts in terms of trust and reconstruction, SAICA frequently shares communication about its attitude and approach to addressing ethical matters.



BRAND REPUTATION MANAGEMENT

SAICA measures its brand promotion efforts via three surveys*:

- 1** An **independent external survey** done by Edelman International in five countries where CA institutes operate, shows that business decision makers still indicate a trust index of 96% in CAs(SA) in South Africa. You can read more detail on the 2023 survey [here](#).
- 2** The latest external [Ask Afrika Brand Admiration Index](#) for CAs(SA) among business decision makers is **68%**.
- 3** The 2024 PHI (Profession Health Index) study measured a Brand Admiration Index score of 82% when asked to trainees, business decision makers, members and SAICA stakeholders.

*Statistics quoted for numbers 2 and 3 are results from the 2023 surveys

#Differencemakers

SAICA's brand and reputation management are centered around the #differencemakers organising concept.

There's a difference between good and excellent. Between hoping we can do something and having the knowledge, perspective, skills, and capabilities to know that we can. We act in the public interest and are passionate about making a difference.

There's a difference between decisions that are made for immediate gain for the few, and those that provide sustained prosperity for all.

Welcome to the profession that is anchored on the principles of acting in the public interest, and passionate about making a difference.



HITEN KESHAVE AND
SANJAY SONI CAs(SA)
FOUNDERS: QALISA HUB

DIFFERENCE MAKERS



MEET **HITEN** AND
SANJAY, CAs(SA)
WHO **HELP**
TOWNSHIP
ENTREPRENEURS
BUILD
BUSINESSES
FROM THE
GROUND UP.

The township economy contributes in excess of R100bn to the SA economy and is a major contributor to both GDP and employment. In March 2021, Hiten and Sanjay founded Qalisa Hub, an idea borne out of a need to provide a differentiated intervention to township entrepreneurs by providing them with much needed practical 'hand-holding' at the early stages of their journey. To date, their programmes have supported and coached more than 500 entrepreneurs in the business of online car sales, carpentry to online grocery shopping and more,, providing much needed expertise to help entrepreneurs succeed on their own.

Partner with a Difference Maker





MEMBER VALUE PROPOSITION

"I am part of a prestigious and valued profession that enables me to participate and make a difference in South Africa and globally, while positively impacting the economy and society."



RESPECTED, RECOGNISED & RELEVANT FOR THE FUTURE

"My institute upholds a high, international standard of pre- and post- qualification education."

"I am kept up to date on matters relating to the profession and technical developments via SAICA's many communication channels."

"SAICA's continuous learning interventions and offerings (CPD) ensure that I have focused development opportunities that will equip me for a changing world of work."



CONNECTED, ENABLED AND SUPPORTED

"Through advocacy and stakeholder engagement SAICA enables me to participate in thought leadership discussions to ultimately have an impact on the economy, the profession and in society."

"I have the opportunity to be a part of various forums, committees and attend events which offer invaluable networking opportunities."

"Thanks to strategic and global partnerships as well as reciprocity agreements, I enjoy international mobility."



HELD TO A HIGH ETHICAL STANDARD

"My institute holds me accountable to the Code of Professional Conduct which ensures members behave ethically and with integrity at all times."

"The SAICA disciplinary processes, underpinned by the SAICA by-laws, maintain the value of SAICA designations in the marketplace on a fair and equitable basis."



MAKING A DIFFERENCE IN THE ECONOMY & SOCIETY

"My institute plays an active role in the profession's transformation and growth by being an example of value creation for me and the country through projects that grow the pipeline of future business leaders and provide decent and meaningful opportunities for disenfranchised South Africans."

"I can help to make a positive and quantifiable economic contribution, which is one of the top five leading drivers of trust and admiration in the SAICA designations."



NETWORKING AND MEMBER ENGAGEMENT

LEADERSHIP OPPORTUNITIES



SAICA members have the opportunity to serve on the SAICA Board, the SAICA National Council, Regional Councils, District Associations and special/constituency interest groups which include, among others, the Members in Business, Public Sector, Tax and Practice Interest Groups. There are several other forums, committees and interest groups and events which offer invaluable networking opportunities.

NETWORKING EVENTS



Networking opportunities are some of the most important benefits of joining SAICA. You are now part of a group of elite leaders and specialists in the profession who are passionate about sharing their thoughts and ideas with their peers. This offers you an outstanding opportunity as a newly qualified CA(SA). SAICA networking events include local gatherings like conferences, dinners, business breakfasts, district social events, golf days and more (when circumstances permit) where you can expand your professional network.

SEMINARS & EVENTS



SAICA's learning and development programme comprehensively addresses the requirements of the future world of work. SAICA created the [Pathways to Relevance framework](#) to address the challenges of the Fourth Industrial Revolution, and our seminars and events are all specifically created to align to this framework.

Pathways to Relevance further focuses on the requirement for CAs(SA) to apply an integrated 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 all stakeholders and role players.

LEARNING & DEVELOPMENT



Members can access SAICA webcast content from anywhere in the world. Webcasts are recorded and available after events for members to view on demand on the eVolve platform, most of which are offered on a complimentary basis.

Content covers a mix of technical and non-technical training, as well as content focusing on enabling competencies that align with the Pathways to Relevance competency framework. The offering further includes specific subject matters, conferences as well as mental wellness sessions. SAICA will continue to review its learning offerings to ensure that members remain not only in demand, but also relevant into the future.



CAREER DEVELOPMENT OPPORTUNITIES

We recognise that, as a Chartered Accountant, you need to add different dimensions to your professional development to remain relevant into the future. SAICA offers several career development and learning opportunities that are invaluable to our members, irrespective of their industry or roles and responsibilities. **These opportunities include:**

1 SAICA Mentorship Programme

The aim of the mentorship programme is to enable participants to take ownership of their professional and personal development. The programme assists you in navigating your career path and developing your leadership capacity and presence, and offers multifaceted opportunities for you to work on insight, awareness and personal growth.

The mentorship programme is available to qualified CAs(SA) and offers learning for members at all levels, from newly qualified CAs(SA) as mentees, to more experienced members who have the opportunity to develop their leadership skills in the role of mentor or programme ambassador.

The mentorship programme is also aligned with the Pathways to Relevance framework.

MENTORSHIP PROGRAMME:



2 Career Fair/CA Exchange

The SAICA Career Network Fair provides you with a wealth of insight into the evolving global marketplace demands, career paths and creating your brand. The fair focuses on:

- Career paths in various industries.
- Entrepreneurship opportunities.
- International career opportunities.
- Skills that employers look for in prospects.
- Specialist areas highlighting those fields/sectors that are viable career options.

CAREER NETWORK FAIR:





CAREER DEVELOPMENT OPPORTUNITIES

3

eVolve

eVOLVE is the new online Learner Management System (LSM) which provides a variety of different learning activities.

The ultimate purpose of eVOLVE is to assist you, to learn anywhere, anytime, thereby allowing you to develop and update your professional competence more flexibly and on a continuous basis.

Here is what you can expect:

- **Immediate access:** Once enrolled, you will have instant access to all the resources you need. No more waiting - dive into your learning adventure right away!
- **Manage your learning interests:** all courses are linked to the competency framework and you can select the competencies that you want to develop.
- **Electronic CPD reflective learning plan tool:** Elevate your professional development with eVOLVE. Benefit from an electronic tool to help you comply with the CPD policy requirements.

Getting started with eVOLVE is simple:

The eVOLVE platform is accessible via the Events and Learning page on the SAICA website. You can login with your normal Windows credentials as they automatically take you to the platform.

- **Enrolment:** You can enroll for as many courses as you wish. Certain courses are free where you can self-enroll, and others are paid for using the PayU functionality.
- **Explore:** Navigate through the user-friendly interface and discover a treasure trove of learning materials.
- **Learn:** Dive into your chosen courses, absorb knowledge, and enhance your skills.
- **Track progress:** Keep an eye on your performance and see how far you have come.



MEET **XOLISWA**, A
CA(SA) **CUT FROM
A DIFFERENT
CLOTH**, WHO IS
CREATING **EMPLOY-
MENT FOR SOUTH
AFRICANS**
IN THE CLOTHING
INDUSTRY.

XOLISWA HLONGWANE
CA(SA) OWNER: XO
COLLECTION DESIGN AND
MANUFACTURING HOUSE

DIFFERENCE MAKER



Xoliswa Hlongwane CA(SA) found her purpose when she stepped into the world of clothing manufacturing. By setting up the self-funded clothing manufacturing business, she has not only been able to create employment for 20 workers: she has also grown the business to become a B2B service provider, with commercial opportunities to produce garments for big corporates and retailers.

Partner with a Difference Maker





SAICA'S THOUGHT LEADERSHIP AND ADVOCACY

SAICA represents the profession in national conversations to positively influence policies and operations in the public interest.

By collaborating with our members and associates, SAICA ensures that not only may we provide better and more impactful advocacy, but that member and associate views and concerns are primarily also considered to effect the changes required in legislation and standards. SAICA's participation on request from regulators and standard setters confirms that SAICA and its members/associates are recognised as thought leaders.

Advocacy in the public interest with government, leaders, regulators and standard setters is a core function of SAICA. The SAICA Standards team is primarily responsible for technical advocacy. This function is carried out in collaboration with members through 38 technical committees and work groups. The importance of this function is highlighted by the fact that it is specifically included in the SAICA by-laws.

Through engagement with government, SAICA identifies opportunities for members and associates to contribute to the development of South Africa's economy and society, thereby making a significant difference.

SAICA further runs and partners on various initiatives that seek to unite the profession to deepen the country's understanding of the challenges, opportunities and dynamics that may help to accelerate and prioritise the delivery of the Sustainable Development Goals (SDGs), particularly those focusing on improving accountability and transparency and promoting peace. These initiatives include:

COURAGEOUS CONVERSATIONS



UNITE 4 MZANSI



GOOD GOVERNANCE ACADEMY



SDGs





MEET **MARIAM**,
A CA(SA) WHO'S
FOUND THE **SWEET
SPOT** BETWEEN
JOB CREATION,
GROWTH
AND **SOCIAL**
RESPONSIBILITY.

MARIAM TAYOB CASSIM, CA(SA)
FINANCIAL DIRECTOR: RICHESTER
FOODS

DIFFERENCE MAKER

Mariam started a multi-million rand confectionery business empire with her husband, and she has been pivotal in growing the company from its humble beginnings to a company employing over 650 people and producing 7,000 sweets per minute. Key to the company's success is the well-being of her staff and their children, ensuring that they also succeed in the business through mentorship, empowerment and education. The company has awarded 14 bursaries to staff thus far and introduced six students from Tshwane South College into an engineering mentorship programme.

Partner with a Difference Maker





SOCIAL IMPACT AND RESPONSIBILITY

Given that CAs(SA) are #difference makers in society, SAICA provides members with an opportunity to give back through various SAICA structures:

1 Enterprise Development

SAICA Enterprise Development aims to grow South Africa's entrepreneurial ecosystem through advancing the sustainable growth of small black-owned businesses, which in turn will create employment opportunities.

SAICA Enterprise Development offers financial excellence training to SMMEs through all SAICA designations by partnering with SAICA-associated small medium practices.

HERE'S HOW YOU CAN HELP



2 The Hope Factory

Through training and mentorship programmes, The Hope Factory has the ability to empower individuals with entrepreneurial skills. We help women and youth to generate their own income and improve their living conditions by teaching them how to start and operate their own small businesses.

GET INVOLVED:



3

The Thuthuka Education Upliftment Fund (TEUF)

The Thuthuka Education Upliftment Fund is SAICA's pioneering initiative to promote transformation in the profession. Its objective is to transform the demographics of the profession to reflect those of the country in terms of race and gender, and provide educational support to African learners and students for the benefit of the profession, while simultaneously helping to uplift communities.

MAKE A PLEDGE:

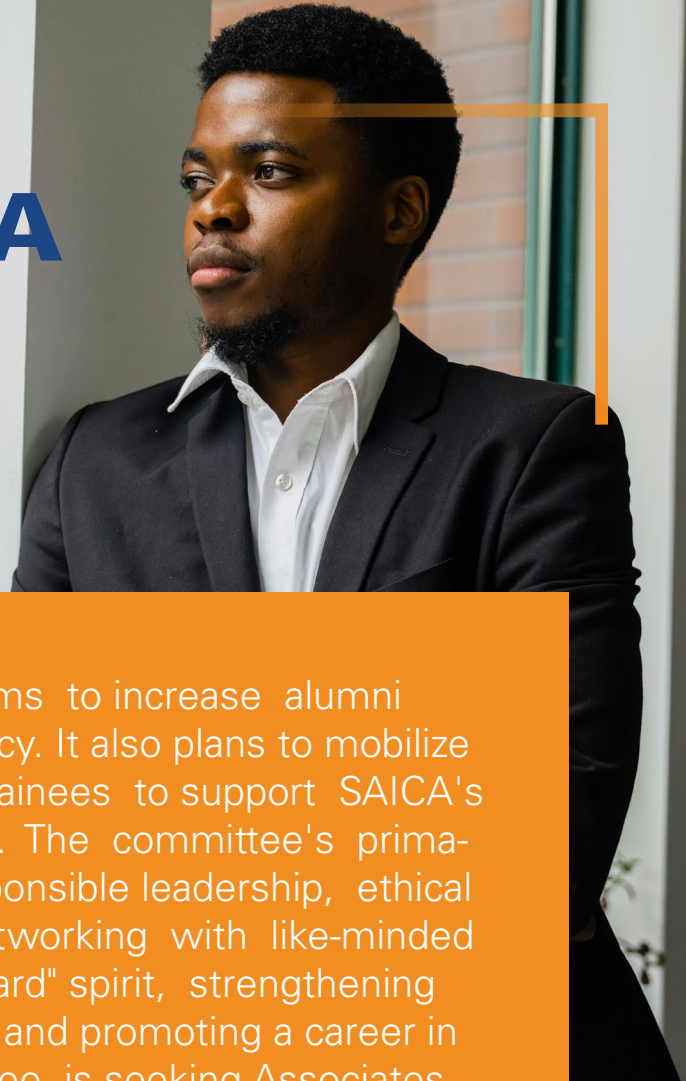


Other ways to contribute

Link Thuthuka to your MySchool card. As a beneficiary of the MySchool initiative, Thuthuka earns 0.5% of the value of your spend when you swipe your MySchool card at one of its 1,600 nationwide partner stores, including Woolworths, Engen, Altech Netstar, Waltons, Jack's Paint, and many more.



THE THUTHUKA ALUMNI COMMITTEE



The Thuthuka Alumni Committee aims to increase alumni engagement and build a lasting legacy. It also plans to mobilize former Thuthuka beneficiaries and trainees to support SAICA's transformation and growth initiatives. The committee's primary objectives include promoting responsible leadership, ethical behaviour, and active citizenship, networking with like-minded individuals, encouraging a "pay it forward" spirit, strengthening student career development support, and promoting a career in chartered accountancy. The committee is seeking Associates with expertise in mentoring, coaching, marketing, information technology, education, finance, governance, fundraising, and human resources development.

For more information on the Thuthuka Alumni Committee applications or to participate, kindly email **mphomo@saica.co.za**



COLLABORATIONS THAT MAKE A DIFFERENCE

SAICA has entered into a memorandum of understanding with The Whistleblower House, a respected organisation dedicated to supporting whistleblowers and protecting their rights.

This collaboration aims to provide a support system for whistleblowers, ensuring that they receive the necessary assistance and protection through the whistleblowing process and beyond.

Under the terms of the agreement, SAICA will provide annual contributions to The Whistleblower House. SAICA is honoured to play a part in supporting whistleblowers - their actions contribute to strengthening corporate governance, enhancing transparency, and ultimately safeguarding public and private interests.

We encourage all our members and associates to familiarise themselves with the services provided by The Whistleblower House. Members and associates can also contribute to the work of The Whistleblower House its website.

We are excited about the prospects that this collaboration brings and the positive impact it will have on our profession and society as a whole. Together, we can make a difference in restoring trust in the integrity of our organisations.



MEET **BABALWA**,
A CA(SA) FOCUSED
NOT ONLY ON
**GROWING SMALL
BUSINESSES** BUT
COMMUNITIES
AS WELL.

BABALWA GOVA, CA(SA)
CEO: MAJALI CHARTERED
ACCOUNTANTS

DIFFERENCE MAKER



Babalwa's passion for making a difference and building an inclusive future for all has led her on a path to influence and shape young minds through the Majali Life Long Learner Fund as well as assist in developing the Upper Mvenyane community in the Eastern Cape with farming skills through her Nalithemba Farming Project. This has empowered ten crop farmers on 7-hectares of arable land, supported by three farmers who are part of the piggery, helping to alleviate social and financial challenges while boosting the local economy.

Using the technical skills and discipline she has acquired as a chartered accountant, Babalwa is able to find solutions for community challenges, thereby making a significant impact in the lives of people who live there.

Partner with a Difference Maker





MEMBER OBLIGATIONS



Continuous Professional Development (CPD)

SAICA's CPD policy supports a commitment to lifelong learning based on a reflective plan where CPD activities include work-based learning, undertaking new projects at work, online reading, researching particular issues relating to clients or a specific role, and focused discussions with colleagues or professional advisers.

Members are kept abreast of the latest technical and non-technical information and trends through a host of relevant seminars and events as well as through various circulars and member communications. The learning interventions are aligned to the CA of the Future and Pathways to Relevance concepts and are designed to enhance members as business leaders.

[READ MORE ON CPD](#)



Tax Practitioner Obligations

SAICA, together with several other professional bodies applied for and were approved as Recognised Controlling Bodies, by SARS. As a member of SAICA you therefore do not need to register with any other body in order to register as a tax practitioner. However, there are specific requirements that members need to adhere to and steps to be taken to enable registration.

[TAX PRACTITIONER OBLIGATIONS](#)





SAICA'S CODE OF PROFESSIONAL CONDUCT

① Professional Behaviour

② Confidentiality

③ Objectivity

④ Professional Competence & Due Care

SAICA members and associates must prescribe and adhere to the SAICA Code of Professional Conduct.

The 2022 edition of the SAICA Code of Professional Conduct was updated to include the amendments made to the International Ethics Standards Board for Accountants' (IESBA) Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), issued during 2018, following the issue of proposed amendments on exposure in South Africa.

The SAICA Code applies to all members, associates and trainees, as set out in the SAICA training regulations.

The SAICA website contains a list of links to relevant guidance on the SAICA Code, including information provided by the IESBA. A mapping table is available to facilitate the tracking of changes from the extant SAICA Code to the SAICA Code (Revised 2022).

For more information, visit the SAICA governance page then go to 'Legal Documents'.

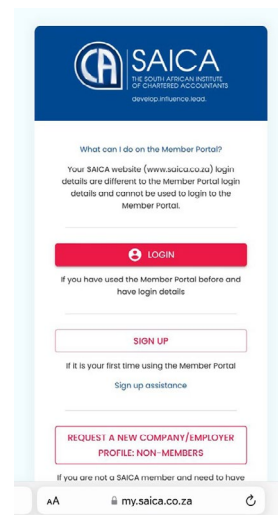


STAY IN TOUCH WITH SAICA

Member portal

We know how precious your time is, which is why we are making it easier for you to connect with us. Our SAICA member portal is an online digital platform designed to save you more time. Members and associates can use the portal to log and track queries, eliminating the need to call or send an email. It can also be used for various other member services. It is important to register on the portal and ensure your contact details are up to date in order to receive relevant information from SAICA.

MEMBER PORTAL LOGIN



Communication channels

Members can keep up to date with the latest information via SAICA's various communication channels.

We encourage members to subscribe to our monthly newsletters, including the CA World newsletter and the Calendar of Events. Additionally, we offer technical newsletters such as Integritax, Standards and Legislation, Ethics and Governance, regional-specific newsletters, and the SMP newsletter. Members also have access to the award-winning Accountancy SA digital magazine. Stay connected with SAICA on LinkedIn, Facebook, Instagram, YouTube and Twitter.

SAICA WEBSITE



ASA



**SUBSCRIBE TO
NEWSLETTER**





STAY IN TOUCH WITH SAICA

Dedicated regional WhatsApp groups

We have launched WhatsApp Broadcast Alert Services exclusively for SAICA members and associates so that you receive urgent and breaking news in a more streamlined manner.

Add the relevant regional number as a contact to your cellphone and send us a WhatsApp with your name and surname to be added to this service.

Region	WhatsApp Broadcast Number
Central	071 485 3340
Eastern	063 124 2170
Northern	071 977 2331
Southern	060 703 9804

Young Difference Makers events

New member events celebrate the achievements and accomplishments of new members while introducing you to various departments within SAICA and giving you a bird's eye view into the services and experiences you can expect throughout your membership journey.

We are committed to promoting the value of our members as trusted business advisers and leaders to business, the economy and civil society, both locally and abroad.



CONTACT US

Contact details

Contact Centre 08610 SAICA(72422)
saica@saica.co.za

Tax Practitioners www.my.saica.co.za

SAICA Website www.saica.org.za

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051 812 0702

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+44(0)7340 623928

Enterprise Development
Adelaide Vambe
Adelaidev@saiced.co.za
011 479 0641

Useful Links

Constitution & by-laws



Disciplinary process



Lodge a complaint



Ethics matters



**Member marketing
material**



Fraud line





SUBSCRIBE TO OUR NEWSLETTERS

Congratulations on becoming a CA(SA)!

To ensure you know about the best member value on offer for CAs(SA), please engage with our communication by subscribing to our newsletters.

Calendar of Events

Contains information on SAICA seminars and events from all SA regions, as well as the UK, EMEA, Americas, and ASPAC region | **First Tuesday** of the month

Standards & Legislation

Focuses solely on standards and legislation matters, for example, assurance, banking, ethics, financial reporting, insurance, legal and governance, medical schemes, public sector. etc. | **First Thursday** of every month

CA World

Contains relevant SAICA information, industry top stories, marketing, education and training and transformation-related information | **First Friday** of every month

Accountancy SA (ASA) Magazine

Contains a direct link as well as the highlights of the latest ASA Magazine. | **First week** of every month

Integritax

Focuses on tax-related matters including important notices from SARS. | **Every Thursday**

Difference Makers

Showcases our members who are making a profound difference in the communities in which they live and work. | **Once a quarter**

Connect Newsletter

The Connect Newsletter provides insightful updates on the latest developments at SAICA, along with valuable information to keep you informed and engaged. | **Twice a month**

Visit the [SAICA Member Portal](#) to subscribe and manage your subscriptions.



WORDS OF WISDOM

DEAR NEW MEMBER

It's with great joy that I welcome you to the SAICA family.

I believe you are excited and filled with a sense of fulfilment and pride that you have reached this prestigious milestone. We all know this journey takes consistent hard work and perseverance and tests one's faith. Whether you took the record seven years or longer, the good news is you made it, you are here and you deserve it. Take this moment and pat yourself on the back for getting this far.

This is a start of a new journey as an esteemed member of a globally recognised professional body. You have earned very powerful letters after your name – CA(SA). These four letters will change your life. The end of one thing is the beginning of another; you have completed your articles and all the difficult exams, and now you are a qualified chartered accountant. As a qualified professional, you will need to uphold certain expectations in your daily service in whichever organisation and role/title you are to operate.

I have been a member of SAICA since 2018 after completing my articles with EY in 2017, and I can attest that being a CA(SA) has changed my life positively and I have enjoyed the benefits and challenges that come with this designation. Since qualifying I have been exposed to international experience, being a non-executive board member and an executive director (CFO), has broadened my networks beyond any expectations.



Khuthadzo Mbedzi CA(SA)
Chief Financial Officer at GC2T

As business leaders, we ought to, maintain the highest level of ethics in all we do. Integrity needs to be in our blood, and we must strive to always demonstrate professional behaviour and due care. To retain confidence, we ought to treat the information we have access to with the highest regard for confidentiality.

Our highest call is to influence and make decisions that bring positive change to every stakeholder (even those not in the profession), and sometimes that means making decisions that don't make us popular. Always remember, integrity is doing the right thing even when no one is looking.

As part of your continued learning and growth, remember to take others with you. Giving back is one way to stay motivated and have a sense of purpose in your endeavours.

Enjoy your membership and career journey and take full advantage of all its benefits. Make magic every day!



WORDS OF WISDOM

WHAT IS YOUR BIGGER PICTURE?

**You've studied and worked hard.
You've studied and worked smart.**

You've experienced the COVID-19 pandemic, arguably the most extreme global event since World War II almost 80 years ago.

Reflecting on your career thus far, it's fair to say you've already experienced many great highs and many bleak lows.

But today, you are a qualified CA(SA). You join an institute fueled by more than 40,000 members across the globe. Your institution, the South African Institute of Chartered Accountants.

I implore every single one of you to take ownership of your role in this 40,000-strong community from today onwards. When people highlight a weakness, show them ten strengths. When people find excuses, give them results. When people choose to take, choose to give.

I love the African proverb: "If you want to go fast, go alone. If you want to go far, go together."

As you open this new chapter of your story, consider who you would like to invite to join. The only reason we exist as humans today is because of one decision made a thousand years ago in the savannahs of Africa.



Grant Greeff CA(SA)

Head of Strategic Partnership at
SearchKings Africa

We chose the tribe over the individual. We chose a role to play in a purpose far greater than one could imagine alone. On the surface, things may appear different today. But at the core, we are not so different to our ancestors. We yearn for connection and belonging. We thrive when contributing to the bigger picture.

And so, I leave you with one question: ***What is your bigger picture?***

Be intentional about the people you associate with, the organisations you work with, and the reason why you do what you choose to do going forward. Let SAICA be the catalyst that drives you to realise your bigger picture.



WORDS OF ENCOURAGEMENT



"CA(SA) is a great qualification to have as it can open so many doors, especially in business, but I think it is even more important if you can find a way to apply it to your passions and strength."



Tshwarelo Legae CA(SA)
Musician and an Entrepreneur

"I think it's vital to have a vision for your life, but you also need to be prepared to take the steps required to make that dream come true. You can't aspire to be a speaker if you don't do what it takes to get on stage."



Ronel Jooste CA(SA)
Director at PhysEQFit

"Where the majority of our time is spent does not determine the level of impact we have on humanity and our environment. It is what we choose to prioritise in our lives that will determine the legacy we leave for others."



Grant Greeff CA(SA)
Head of Strategic Partnerships
at SearchKings Africa



WORDS OF ENCOURAGEMENT



"CAs(SA) must develop their personal brand, specifically digitally. Digital branding is the process of creating and promoting your online identity and brand and driving greater exposure. In the context of professional services, you can think of your brand as the visibility of your reputation."



Zimasa Tile CA(SA)
Business manager: Head of Investment Banking South Africa (IBSA) at Standard Bank

"Each of us has something to impart in some way – our gifts, talents and skills can make a difference in people's lives, so don't doubt your ability to be an agent of change."



Kalene Smalberger CA(SA)
Entrepreneur

"People do not enter a bus that is not moving. Put the key into the ignition, start driving and along the road. People will flag you down to enter."



Wadzanai Mabuto CA(SA)
Senior Lecturer at UJ



WORDS OF ENCOURAGEMENT



"Being a CA is no longer just audit, tax, management accounting ... the options and opportunities for CAs(SA) are literally endless these days."



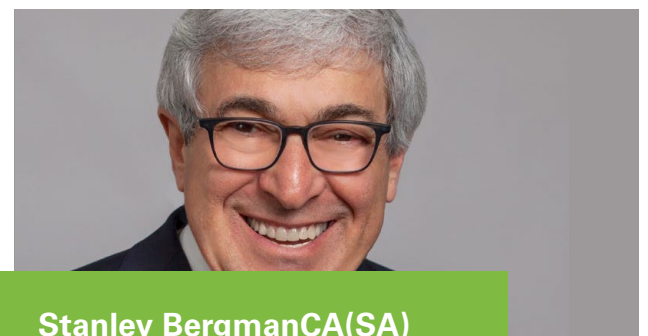
Dr Gideon Botha CA(SA)
Head of Finance Home Loans at Nedbank

"There is a lot of talk around disruption and technology and whether the CA(SA) designation will still be relevant in the future – fortunately we are guided by a proactive professional body that has undertaken a considerable amount of work to review the current competencies, curriculum and post-qualification learning to build pillars that are future-fit."



Mpho Makoko-Hottie CA(SA)
B-BBEE business analyst

"If you have a crazy vision, why not? Think of the big players, like Steve Jobs ... the people who changed the world we know today. Go back 100 years – the telephone, the lightbulb. Those people said, why not?"



Stanley Bergman CA(SA)
CEO of Henry Schein



WORDS OF ENCOURAGEMENT



"One of the key roles and responsibilities of a leader is to make sure you remove stumbling blocks and hazards that could block people from getting to their destination – as a leader you need to make the path much easier for those that follow you."



Sharonne Adams CA(SA)
Business Executive at the Auditor-General of South Africa (AGSA)

"Learn how to listen and communicate better, especially when working with people from different fields and areas of expertise. Also, don't be attached to your ideas. Put your idea on the table, but the best idea wins. Have a thick skin and no ego!"



Lauren Berrington CA(SA)
Bidvest Group's chief audit executive

"Don't let anyone stop you; if they try to, they must give you very good reasons why."



Dineo Molefe CA(SA)
CFO of MTN



WORDS OF ENCOURAGEMENT



"Don't let positional power get to your head, as the power will immediately disappear when you vacate the position."



Mary Bomela CA(SA)

CEO at Mineworkers Investment Co.

"Work till you no longer have to introduce yourself."



Candice Unsworth CA(SA)

CEO of PKF South Africa

"Allow yourself daily to articulate and achieve goals for enhancing self-worth. Remaining hopeful lowers anxiety from past experiences."



Paolo Giuricich CA(SA)

Founder and owner of Smarter EQ



WORDS OF ENCOURAGEMENT



"In one's role as a CA(SA) it is important to stay en route with one's ethical compass and value system. Stay skeptical, do not fear authority but rather challenge it and do not allow commercialism to overtake ethics."



Suresh Kana CA(SA)

Current chair of the audit committee of the United Nations World Food Programme

"If you want to change the world, start with one person. You have to take a chance on someone so that they are willing to take a chance on themselves. It is truly fulfilling to be the perfect stranger for other people."



Mpho Mogoba CA(SA)

Regional FM for FNB Commercial for Western and Eastern Cape

"Look for opportunities here in South Africa. Find that gap in the market and use your CA(SA) qualification to create companies and grow businesses in the country we love."



Nicholas Riemer CA(SA)

Co-Founder and CEO at the Invigilator



WORDS OF ENCOURAGEMENT



"Find your purpose, something that drives you, and always remember why you started. You can do anything you put your mind to. You need to believe you can. Once you believe, you are already 50% of the way there. The other 50% is the work you need to put in to achieve your goal."



Akona Gazi-Babana CA(SA)
Senior Lecturer at UJ

"Understanding people and the context they find themselves in makes it easier to determine how people view what their most optimal moves are."



Kiran Naidoo CA(SA)
Strategy Consultant, Senior Manager at Step Advisory



MEET **ONKE**, A
CA(SA) PULLING
AFRICA UP BY THE
BOOTSTRAPS, AND
CREATING A
CONNECTED,
**SELF-SUFFICIENT
SOLUTIONS-
DRIVEN AFRICA.**

ONKE MKIVA, CA(SA) CO-LEAD:
RMB AFRICA DTS

DIFFERENCE MAKER

Onke Mkiva CA(SA) leads a team of investment professionals across seven African countries and has developed formidable relationships with clients and other stakeholders across the continent. Onke's commitment to building a solutions-driven African society saw him co-creating RMB's diversity and inclusion agenda. As the winner of SAICA's Top 35 under 35 Lead category, he serves as a mentor to young, aspiring CAs(SA) through the FirstRand CA Programme.

Partner with a Difference Maker

