



(Established under the Accountants Act of 1982 and as amended under the Accountants Act 2008)
(All communications to be addressed to the Secretary and Chief Executive)

Your reference:

Our Reference

17th April 2020

Circular Number: 4/2020

**To: ALL VICE CHANCELLORS AND PRINCIPALS OF ZICA ACCREDITED
TUITION PROVIDERS**

**ALL VICE CHANCELLORS AND PRINCIPALS OF HIGHER LEARNING
INSTITUTIONS WHICH OFFER OTHER ACCOUNTANCY QUALIFICATIONS**

ALL ZICA MEMBERS

ALL ZICA STUDENTS

**INTRODUCING THE NEW ZICA QUALIFICATIONS LINKED TO THE CHARTERED
ACCOUNTANT ZAMBIA PROGRAM**

BACKGROUND

The Zambia Institute of Chartered Accountants (ZICA) is a self-regulated membership Institute established by an Act of Parliament, the Accountants Act 1982 which was repealed by the Accountants Act of 2008. The mandate of the Institute among others is the regulation of the accountancy profession and the regulation of the education and training of accountants in Zambia. Since early 1990s, the Institute has been awarding certificates to students who completed the education programmes of the Institute. To date, the Institute has awarded the following certificates on the market: National Accounting Technician Certificate (NATech), ZICA Technician Certificate, ZICA Licentiate Certificate, ZICA Professional Certificate, Certificate in Taxation, Diploma in Taxation, Diploma in Public Sector Financial Management, and Diploma in Accountancy.

Following the establishment of the Zambia Qualifications Authority (ZAQA), under the Zambia Qualifications Authority Act No 13 of 2011 (ZAQA Act), the Zambia Institute of Chartered Accountants (ZICA), is classified as an “Appropriate Authority” as provided for under section 2 of the ZAQA Act. The Zambia Qualifications Authority Act defines an “Appropriate Authority” as the authority for the time being having responsibility for education, and includes a public or statutory office, body or institution under the following:

- (a) the Education Act, 2011;
- (b) the University Act, 1999;
- (c) the Examinations Council of Zambia Act;
- (d) the Technical Education Vocational and Entrepreneurship Training Act, 1998;
- (e) The Zambia Institute of Advanced Legal Education Act;

- (f) the Zambia Institute of Human Resources Management Act, 1997;
- (g) the Accountants Act, 2008;
- (h) the Zambia Institute of Marketing Act, 2003;
- (i) the National Institute of Public Administration Act, 1998;
- (j) the Apprenticeship Act; and
- (k) such other Act as the Minister may specify by statutory instrument;

The Zambia Institute of Chartered Accountants being established under the Accountants Act of 2008, is an Appropriate Authority as per the Zambia Qualifications Authority Act. Other appropriate authorities include the Higher Education Authority (HEA), the Technical Education Vocational and Entrepreneurship Training Authority (TEVETA), National Institute of Public Administration (NIPA) etc.

It is worth noting that ZICA does not fall under the regulatory powers of the Higher Education Authority (HEA). The Higher Education Authority as established under the Higher Education Act No. 4 of 2013 is mandated to provide quality assurance and quality promotion in higher education, and regulation of higher education institutions. Section 11 (1) of the Higher Education Act No. 4 of 2013, identifies the types of higher education institutions which fall under its regulatory ambit as being Universities and Colleges. The Zambia Institute of Chartered Accountants is neither of the two (2) types of Institutions.

We further wish to indicate that, under section 4 (3) of the Zambia Qualifications Authority Act, the Authority (ZAQA) and the Appropriate Authorities shall (a) develop, foster and maintain an integrated and transparent national framework for the recognition of learning achievements; and (b) ensure that educational qualifications meet appropriate criteria, and are internationally comparable. In line with this section, the Institute has continued to develop educational qualifications that meet the National Qualifications Framework criteria.

It is on the above basis that we wish to inform all Vice Chancellors of partner universities/ colleges offering accountancy programmes and Vice Chancellors & Principals of ZICA accredited tuition providers that the Zambia Institute of Chartered Accountants (ZiCA) has, after approval from the Zambia Qualifications Authority (ZAQA), developed and launched three new qualifications from the previous examinable and taught levels of the globally respected Chartered Accountant Zambia (CA Zambia) program.

CA ZAMBIA CONCERNS FROM THE STAKEHOLDERS

You may wish to know that since the launch of the CA Zambia Qualification in 2017, the Institute was only providing certification at the end of the programme, which on average was a 6-8 year duration for an average candidate. The CA Zambia Qualification had two components – the Examination and Practical Training Components. The Examination component was structured into three levels namely Knowledge, Application and Advisory and each of these levels were taken to be like a one-two year programme, as the case maybe, in a University for which no certification was awarded. The effect of the programme structure was that some students were not able to commence their practical training component as they did not have any certificate to show to the prospective employers.

The Institute received requests from students, tuition providers, employers and other stakeholders to introduce appropriate certification at various levels of the CA Zambia qualification. The demands from Industry and Commerce for relevant level certifications as get-way qualifications had progressively resulted in the students pursuing the CA Zambia program being considered uncompetitive for some jobs.

MITIGATION MEASURES

To mitigate the concerns from the students, tuition providers, employers and other stakeholders and hence give students exit Qualifications en-route to the prestigious CA Zambia qualification, we are happy to announce that the Institute's application to award certifications at various levels of the previous examination component of the CA Zambia was approved by the Zambia Qualifications Authority (ZAQA).

APPROVED CERTIFICATIONS AND DURATION

The approved Certifications are as follows:

FORMER CA ZAMBIA LEVEL	NEW QUALIFICATION/ CERTIFICATION NAME	DURATION
Knowledge	Certificate in Accountancy, CA Zambia	2 years
Knowledge + Application + 3.3 Strategic Business Analysis	Bachelor of Science (BSC) in Accountancy, CA Zambia	4 years
Advisory	Master of Science (MSc) in Accountancy, CA Zambia	1 year

The names of the qualifications/ certificates have been aligned with the Zambia Qualifications Framework (ZQF) in order to make them easily understood by any Human Resource practitioner, labour market in general and hence not disadvantage any ZICA student. This will also address the challenges that students with professional qualifications have been having with some decision makers during job shortlisting or interview sessions. It is noteworthy that ZICA has already adopted nomenclature of qualifications which align to the universal education system for the other 3 qualifications of the Institute as indicated in the below table.

Qualification	Levels
Diploma in Taxation	Certificate
	Diploma
Diploma in Accountancy	Level 1
	Level 2
Diploma in Public Sector Financial Management	

Aligning to the ZQF nomenclature for qualifications for the new ZICA qualifications, developed from the previous examinable and taught levels of the globally respected Chartered Accountant Zambia (CA Zambia) program, is also a fulfilment of a key ZAQA regulatory requirement which ZICA complied with.

We wish to state that the new certifications are qualifications in their own right with full curriculum for each and can be pursued without necessarily requiring someone to progress onto pursuing the CA Zambia program. The CA Zambia program henceforth is only accessible by candidates who have completed the new MSc in Accountancy, CA Zambia or who are graduates of recognised chartered accountancy qualifications, terms & conditions prevailing and who meet the practical training experience framework. The CA Zambia qualification remains as the ultimate Zambian qualification for those who wish to attain the professional designation of a "Chartered Accountant".

Under the new qualifications (or certificates), a candidate is allowed to sit for two (2) subjects per six-month examination sitting. With the four (4) examination sessions introduced this year, this entails, one (1) subject per every three-month examination sitting. In accordance with the curriculum that was submitted to the Zambia Qualification Authority for registration and

accreditation of the qualifications, the Certificate in Accountancy, CA Zambia is a two (2) year programme comprising six (6) courses, 3 courses per year, the Bachelor of Science in Accountancy, CA Zambia is a four (4) programme comprising twelve (12) courses, 3 courses per year and the Master of Science in Accountancy, CA Zambia comprises four (4) courses taken over a minimum of one (1) year period. Based on the March 2020 pilot quarterly examination session, we note that the 1,134 candidates who sat for the March 2020 examination, each candidate on average pursued 1 subject. We expect this to be the trend at other future examinations due to the well-known rigour and intellectual challenge posed by the new ZICA qualifications, a precedence established under the previous examinable and taught levels of the globally respected Chartered Accountant Zambia qualification. It is also important to note that a number of the subjects forming the Certificate in Accountancy, CA Zambia, the Bachelor of Science in Accountancy, CA Zambia and the Master of Science in Accountancy, CA Zambia are composite subjects consisting of two modules, below is a listing of such subjects. Additionally, courses at the MSc in Accountancy are examinable by lengthy case studies, which require a candidate to undertake significant cross-subject inquiries in order to fully appreciate and assimilate the knowledge at this stage. This fully justifies the reason why most candidates are expected to pursue not more than 2 subjects per six- month cycle across these three new qualifications.

Certificate in Accountancy

No.	Module
1	Business Economics; Comprising: i) Micro Economics ii) Macro Economics
2	Commercial and Corporate Law; Comprising: i) Commercial or Business law ii) Corporate or Company law
3	Business Communication; Comprising: i) Business Communication ii) Information Technology

BSc Degree in Accountancy

No.	Module
1	Business Economics; Comprising: i) Micro Economics ii) Macro Economics
2	Commercial and Corporate Law; Comprising: i) Commercial or Business law ii) Corporate or Company law
3	Business Communication; Comprising: i) Business Communication ii) Information Technology
4	Financial Reporting; Comprising: i) Financial Reporting ii) Intermediate Financial Reporting
5	Management Accounting; Comprising: i) Cost Accounting ii) Management Accounting
6	Taxation; Comprising: i) Principles of Taxation ii) Taxation
7	Auditing Principles and Practice; Comprising: i) Auditing Principles ii) Audit and Assurance

8	Financial Management; Comprising: i) Corporate Finance ii) Portfolio Management
---	---

You may also wonder whether the law mandates ZICA to award certificates, diplomas, degrees, Master’s degrees. We wish to indicate that the Zambia Qualification Authority Act does not prohibit an institution from awarding a qualification provided such an institution is mandated to provide education qualifications and has met the registration and accreditation requirements as stipulated in the Zambia Qualifications Framework for a particular level of qualification. The new qualifications that ZICA will be awarding met the registration and accreditation requirements of the Zambia Qualification Authority (ZAQA). As such, they are compliant with the Zambia Qualifications Framework requirements. It is also noteworthy that the situation of ZICA in awarding certificates, diplomas, degrees or Master’s degrees is not unique or peculiar as a number of appropriate authorities listed in the ZAQA Act are offering qualifications with similar nomenclature to the new ZICA qualifications despite them not be categorised as a university. This applies also to organisations offering other chartered accountancy programs in Zambia who have also rolled out qualifications with titles such as “certificate”, “diploma”, “advanced diploma” for their lower level qualifications below the chartered accountant designation programs. This also is not a unique Zambian practice but can be referenced to the regional and global educational market as well.

It is also important to clarify that the new Bachelor of Science in Accountancy, CA Zambia and the Master of Science in Accountancy, CA Zambia do not require candidates pursuing them to prepare and submit a research dissertation as this is not a universal nor mandatory requirement for the award of such qualifications. This also is not a unique ZICA preference or practice but can be referenced to the regional and global educational market as well. Countless other qualifications of global repute and standing such as Masters of Business Administration (e.g. Edinburgh Business School Herriot Watt MBA programs, Harvard Business School MBA programs), Masters of Public Administration (e.g. Harvard Kennedy School MPA program) do not require candidates to pursue research dissertations or thesis. Numerous other examples in reputable and renowned universities and colleges around the world exist beyond the few examples given. The relevant qualifications authorities are responsible for determining whether such degrees should be classified as professional or academic degree which is also the case for the new ZICA qualifications.

AWARD OF THE CERTIFICATES

All CA Zambia students who have completed the various levels as indicated above and hence meet the requirements for the award of the certificates, will therefore be awarded their certificates at the next Graduation Ceremony scheduled for Friday, 15th May 2020.

We are indeed elated that we have been able to respond to the needs of our students, industry, commerce, the public sector and key stakeholders such as yourselves the universities and colleges who actually offer tuition for ZICA programmes as the case may be. The awarding of these qualifications does not entail diluting the CA Zambia qualification, as the CA Zambia Qualification remains an independent qualification leading to the award of the prestigious professional designation CA (ZM) and admission into membership at Associate level. The awarding of the new qualifications is meant to give the students studying these prestigious professional qualifications the ability to show proof of competencies attained and hence be awarded equal treatment by industry, commerce and the public sector through an aligned nomenclature of qualifications and grading as is now required under the ZQF.

For those of our partners offering these new qualifications, please note that Graduands should look out for the graduation pack which will detail all the information they need to know for the planned graduation and the steps they need to take prior to the ceremony.

We wish to take this opportunity to appeal to any of our partners who are not yet ZICA qualifications tuition providers, to consider becoming ZICA qualifications tuition providers. ZICA is looking to establish new and exciting partnerships with universities and colleges on these new qualifications, the establishment of ZICA Centres, co-financed with ZICA where possible, across renowned campuses and the establishment of partnerships for research intensive Master's degree programs which would provide relevant bridging programs for graduates of the new ZICA qualifications. The new Certificate in Accountancy, CA Zambia, the Bachelor of Science in Accountancy, CA Zambia and the Master of Science in Accountancy, CA Zambia are very much your qualifications as you our university and college partners are the custodians of teaching and learning for all candidates who will pursue these qualifications at your campuses. It is evident that every country that has a strong accountancy profession must aspire to have a strong locally developed and supported chartered accountancy qualification which is anchored by strong lower level qualifications among which will be the new ZICA qualifications. This is the true essence of national sovereignty and pride.

Kindly do not hesitate to contact the undersigned for any clarifications related to the foregoing.

Kindly find attached the quick facts sheet on the three new qualifications and the frequently asked questions (FAQs) brochure on the new qualifications. We will continue to upgrade the FAQs with new questions, a current copy will be available from the ZICA website under the following link: <https://bit.ly/34KORTY> . We are also happy to share with you some launch marketing collateral consisting of the qualifications banners and backdrop pictures showing the signature qualifications and some of the young CA Zambia ambassadors who proudly identify with each qualification, you can access these marketing collateral on the following link: https://drive.google.com/open?id=1rIXRsEVp33IC_WMXhP8hMTABY_go8_3a

Yours in the development of the accountancy profession in Zambia.



Bonna Kashinga

Secretary and Chief Executive
Zambia Institute of Chartered Accountants
Accountants Park, 2374/A Thabo Mbeki Road
P O Box 32005

LUSAKA

Email addresses: education@zica.co.zm; examinations@zica.co.zm or kitwe@zica.co.zm

Plot 2374/a Thabo Mbeki Road, Accountants Park, P.O. Box 32005, Lusaka, Zambia. Tel: +260 211 374550-9, Fax: +260 211 255355/374560
Email: zica.admin@zica.co.zm, Website: www.zica.co.zm



A member of the Pan African Federation of Accountants (PAFA), International Federation of Accountants (IFAC) and Chartered Accountants Worldwide (CAW).