

**NOTICE TO
ZICA TUITION PROVIDERS, OTHER TUITION PROVIDERS OF ACCOUNTANCY PROGRAMS,
APPROVED PRACTICAL TRAINING EMPLOYERS, CA ZAMBIA PROGRAM CHARTER
HOLDERS, CA ZAMBIA PROGRAM GRADUATES, CA ZAMBIA STUDENTS AND ZICA
MEMBERS**

**CHARTERED ACCOUNTANT (CA) ZAMBIA PROGRAMME LINKED EXIT QUALIFICATIONS
REGISTERED & ACCREDITED BY ZAMBIA QUALIFICATIONS AUTHORITY (ZAQA)**

5th March, 2021

This notice serves to inform you that the Chartered Accountant (CA) Zambia programme linked exit qualifications have been registered and accredited by the Zambia Qualifications Authority (ZAQA).

As you may be aware, in order to address the registration and accreditation requirements of the Zambia Qualifications Framework (ZQF), the Zambia Qualifications Authority (ZAQA) directed the Institute to provide evidence of stakeholder engagement to support the nomenclature of the proposed exit qualifications linked to the CA Zambia program namely: *Certificate in Accountancy, CA Zambia; Bachelor of Science in Accountancy, CA Zambia, Master of Science in Accountancy, CA Zambia.*

In view of the foregoing, the Institute embarked on an extensive countrywide multi-sectoral stakeholder engagement consultative process from 29th June 2020 to 31st December 2020 and presented before students, employers and tuition providers the new nomenclature for the proposed exit qualifications in order to get extensive views. The stakeholder engagement meetings were conducted through roundtable discussions with the exception of some meetings in Lusaka which were held virtually due to COVID19 restrictions.

These stakeholder engagements revealed varying opinions and facts on the names of the proposed exit qualifications prompting the Institute to consider the divergent views to underscore the importance of such stakeholder consultations and engagements.

As indicated in Table 1 below, of the 75 institutions who provided feedback on the names of the exit qualifications, 84%, 84% and 76% respectively supported the names assigned to the certificate, bachelor's degree and master's degree respectively, confirming the significant support which the CA Zambia programme enjoyed with a wide cross-section of stakeholders. Overall, 81% of the stakeholders engaged supported the nomenclature.

Table 1: Summary of Institutional Stakeholder Engagements Feedback by sector and sub group

Sector	No. of Respondents	Stakeholders Supporting Qualifications						Overall Total	Overall % Total
		CertAccCAZ		BScAccCAZ		MScAccCAZ			
	#	No. of Yes	% Yes	No. of Yes	% Yes	No. of Yes	% Yes	Total Yes	Total %Yes
GOVERNMENT	27	21	78%	24	89%	21	78%	66	81%
PARASTATAL & PUBLIC AGENCIES	7	6	86%	6	86%	6	86%	18	86%
PRIVATE SECTOR INSTITUTIONS	16	14	88%	12	75%	10	63%	36	75%
TUITION PROVIDERS	23	20	87%	19	83%	18	78%	57	83%
EDUCATION QUALITY ASSURANCE BODIES	2	2	100%	2	100%	2	100%	6	100%
TOTAL NUMBER OF RESPONSES	75	63	84%	63	84%	57	76%	183	81%

Despite having an overwhelming support for the initial nomenclature as earlier submitted to ZAQA coming from diverse groupings, the minority groupings who indicated that they were not in support of the new nomenclature were key stakeholders to the Institute. These included employers, members, colleges and universities who indicated that ZICA should perhaps not be offering degrees but rather continue providing professional qualifications as is the case with most Professional Accountancy Organisations (PAOs). In view of the foregoing, the Institute had to rethink its position of rolling out the proposed exit qualifications in their current form of naming and opted to adopt the nomenclature that was suggested in the counterviews.

Additionally, faced with lack of clarity on the pending changes to the education regulatory legal framework and what ZICA may be compelled to fulfil if placed under the regulatory ambit of the Higher Education Authority, ZICA proposed to align the nomenclature of the proposed exit qualifications in line with its mandate to offer professional qualifications.

As a result of the above process and deliberations, the Institute recommended that the following names be adopted as the names of the ZICA CA Zambia programme linked exit qualifications:

1. Certificate in Accountancy to be renamed - **CA Certificate in Accountancy**;
2. Bachelor of Science in Accountancy to be renamed - **CA Application Advanced Diploma in Accountancy**; and
3. Master of Science in Accountancy to be renamed - **CA Advisory Professional in Accountancy**.

This therefore implied that the Institute would not proceed with the earlier proposed nomenclature and submitted the revised exit qualifications linked to the CA Zambia programme with the proposed new names for approval by the ZAQA.

We are pleased to indicate that on 1st March 2021 ZAQA registered and accredited the exit qualifications linked to the CA Zambia programme as shown in the table below:

S/N	Qualification	Level on ZQF	Qualification Type
1	CA Certificate in Accountancy	Level 4	Certificate
2	CA Application Advanced Diploma in Accountancy	Level 7	Bachelor's Degree
3	CA Advisory Professional in Accountancy	Level 9	Master's Degree

The names proposed above, with some minor modifications, were largely in line with the naming system of the levels of the CA Zambia program and also the naming system for qualifications adopted by other professional institutions.

The Chartered Accountant Zambia (CA Zambia) charter designation will be awarded to candidates upon the successful completion of the 3-year practical training program post completion of the CA Advisory Professional in Accountancy qualification.

The Institute would like to advise that the approval from ZAQA comes with authority to the Institute to issue the above qualifications to all candidates who have previously completed the subject combinations comprising each exit qualification from the inception of the CA Zambia program in December 2017. This means that eligible candidates will be able to receive their qualifications during the 2021 graduation ceremony planned for the 3rd quarter of 2021.

The Institute will be holding virtual town hall meetings with stakeholders to create awareness on the CA Zambia program linked exit qualifications per the calendar of events below, invitations are being sent out to the relevant stakeholders.

S/N	Stakeholder	Meeting Date
1	CA Zambia Candidates	Virtual Town hall Meeting with all CA Zambia candidates 09/03/2021 Time: 17.30hrs to 18.30hrs
2	Relevant Tuition Providers/ Lectures and Examiner	Virtual Town hall Meeting with all Relevant Tuition Providers, Exam centres/Examiners 09/03/2021 Time: 12:00hrs to 13:00hrs
3	Approved Practical training Employers*	Virtual Town hall Meeting with Employers 10/03/2021 Time: 12:00hrs to 13:00hrs
4	Government	Virtual Town hall Meeting with Government 10/03/2021 Time: 16:00hrs to 17:00hrs
5	HR Practitioners	Virtual Town hall Meeting with HR Practitioners 23/03/2021 Time: TBA.

*Includes employers visited during the stakeholder engagement period.

Yours in the development of the accountancy profession in Zambia.

Issued by,



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