



ZAMBIA INSTITUTE OF CHARTERED ACCOUNTANTS

**SPEECH BY THE ZICA PRESIDENT – MRS CECILIA ZIMBA
DURING THE 16TH GRADUATION CEREMONY OF THE
ZAMBIA INSTITUTE OF CHARTERED ACCOUNTANTS
(ZICA), HELD AT MULUNGUSHI INTERNATIONAL
CONFERENCE CENTRE, ON WEDNESDAY, 31ST AUGUST 2022.**

THE ZICA VICE PRESIDENT MR BBENKELE HAACHITWE,
ZICA COUNCIL MEMBERS,
CHAIRPERSON AND MEMBERS OF THE EDUCATION AND
TRAINING COMMITTEE,
THE ZICA CHIEF EXECUTIVE OFFICER MR ANTHONY
BWEMBYA,
DISTINGUISHED INVITED GUESTS,
THE MANAGEMENT AND STAFF OF ZICA,
LADIES AND GENTLEMEN,
GOOD MORNING!

IT IS AN HONOUR AND PLEASURE FOR ME TO ADDRESS YOU
ON BEHALF OF COUNCIL OF THE ZAMBIA INSTITUTE OF
CHARTERED ACCOUNTANTS (ZICA) AT THE 16TH
GRADUATION CEREMONY UNDER THE THEME “***BUILDING
RESILIENT ACCOUNTANTS TO LEVERAGE SUSTAINABLE
GROWTH***”. THIS YEAR’S THEME IS IN LINE WITH OUR
MANDATE OF REGULATING THE EDUCATION AND TRAINING
OF ACCOUNTANTS BY DEVELOPING A CALIBRE OF
ACCOUNTANTS THAT CONTRIBUTE TO THE GROWTH OF OUR
ECONOMY THROUGH PRUDENT MANAGEMENT OF

RESOURCES AND UPHOLDING HIGH LEVELS OF ETHICAL CONDUCT.

ATTAINMENT OF SUSTAINABLE GROWTH DEMANDS A RESILIENT LEADERSHIP MANTRA THAT IS AIMED AT DIRECTING THE ORGANIZATION'S RESOURCES FOR IMPROVED EFFICIENCY AND ACHIEVEMENT OF GOALS. THE TERM RESILIENCE HAS BECOME A BUZZWORD IN RECENT YEARS. IN BUSINESS, RESILIENCE IS ABOUT HAVING THE COURAGE TO PROCESS AND OVERCOME HARDSHIP AND SETBACKS. IT'S ABOUT MINIMISING THE IMPACT OF ANY HURDLES THAT COULD PREVENT YOU FROM GRABBING OPPORTUNITIES TO THRIVE AND GROW.

AS THE JAPANESE PROVERB STATES AND I QUOTE, "***FALL SEVEN TIMES, STAND UP EIGHT***", END OF QUOTE.

I URGE ALL OF YOU TO CONTINUE WITH THE SAME RESILIENCE YOU HAVE EXHIBITED IN ACHIEVING YOUR QUALIFICATIONS, AT PERSONAL LEVEL AND IN YOUR RESPECTIVE AREAS OF OPERATIONS.

ALLOW ME TO CONGRATULATE AND APPLAUD YOU ON YOUR INDIVIDUAL AND COLLECTIVE ACHIEVEMENTS ON REACHING THIS SIGNIFICANT MILESTONE. THIS GRADUATION CEREMONY IS BEYOND DOUBT A RESULT OF

YOUR PERSEVERANCE, RESILIENCE AND DETERMINATION. THE INSTITUTE IS VERY PROUD OF YOU AND WE WISH YOU NOTHING BUT SUCCESS AS YOU PREPARE FOR THE NEXT CHAPTER OF YOUR CAREER.

DISTINGUISHED GUESTS, LADIES AND GENTLEMEN,

LET ME BEGIN BY SHARING SOME OF THE REFORMS THAT THE INSTITUTE HAS UNDERTAKEN SINCE THE LAST GRADUATION CEREMONY.

I WISH TO BRING TO YOUR ATTENTION THAT THE DISCONTINUED QUALIFICATIONS NAMELY; NATECH, ZICA TECHNICIAN, ZICA LICENTIATE AND ZICA PROFESSIONAL WERE DULY REGISTERED AND ACCREDITED BY THE ZAMBIA QUALIFICATIONS AUTHORITY ON 30TH DECEMBER 2021 AS ALL THE FOUR (4) QUALIFICATIONS MET THE CRITERIA FOR REGISTRATION AND ACCREDITATION ON THE ZAMBIA QUALIFICATIONS FRAMEWORK. I MUST STATE THAT THE DISCONTINUED QUALIFICATIONS ARE STILL VALID AND RELEVANT AND THEIR RESPECTIVE EQUIVALENCES WERE SHARED WITH ALL MEMBERS, STUDENTS AND OTHER STAKEHOLDERS AT LARGE.

FURTHER, I AM PROUD TO INFORM YOU THAT ZICA SIGNED A MEMORANDUM OF UNDERSTANDING WITH THE ZAMBIA

INSTITUTE OF HUMAN RESOURCE ON MUTUAL COLLABORATION AND IN THE QUEST TO ENSURE THAT HUMAN RESOURCE PRACTITIONERS ARE SENSITISED ON THE ZICA QUALIFICATIONS THAT ARE OFFERED BY THE INSTITUTE THROUGH OUR TUITION PROVIDERS. THIS INTERVENTION HAS PAVED WAY FOR ENSURING THAT OUR GRADUATES ARE NOT DISADVANTAGED IN THE INTERVIEW ROOM.

FURTHER, THE INSTITUTE SIGNED A MEMORANDUM OF UNDERSTANDING WITH THE SOCIETY FOR PROFESSIONAL ACCOUNTANTS IN CANADA (SPAC). THE MOU WILL ALLOW FOR ZICA MEMBERS WHO ARE CA ZAMBIA GRADUATES TO BE ADMITTED AS REGISTERED PROFESSIONAL ACCOUNTANTS (RPA) MEMBERS OF THE SPAC AFTER COMPLETING THE CANADIAN INCOME TAX, CANADIAN BUSINESS LAW AND DATA ANALYTICS FOR ACCOUNTANTS COURSES FROM CANADIAN COMMUNITY COLLEGES/UNIVERSITIES OR THROUGH THE RPA ONLINE STUDY PROGRAM. ADDITIONALLY, THE SOCIETY FOR PROFESSIONAL ACCOUNTANTS IN CANADA WILL PROVIDE SCHOLARSHIPS FOR SELECTED ZICA STUDENTS TO ATTEND THE REGISTERED PROFESSIONAL ACCOUNTANTS ONLINE PROGRAMME IN CANADA.

FURTHER, THE INSTITUTE CEMENTED ITS RELATIONSHIP WITH THE ZAMBIA CENTRE FOR ACCOUNTANCY STUDIES THROUGH SIGNING A MEMORANDUM OF UNDERSTANDING FOR MUTUAL BENEFIT.

FURTHERMORE, IN ENSURING THAT ALL OUR CA ZAMBIA GRADUATES SUCCESSFULLY COMPLETE THEIR THREE YEAR MANDATORY PRACTICAL TRAINING REQUIREMENTS, FIVE (5) NEW MOUS WERE SIGNED SINCE THE LAST GRADUATION CEREMONY WHICH INCLUDED: BLUE WOOD CHARTERED ACCOUNTANTS, HARRISON & ASSOCIATES CHARTERED ACCOUNTANTS AND BUSINESS ADVISORS, MINISTRY OF FINANCE & NATIONAL PLANNING - ACCOUNTANT GENERAL'S OFFICE, RCC CHARTERED ACCOUNTANTS AND SCAW LIMITED BRINGING THE TOTAL NUMBER OF APPROVED EMPLOYERS TO SIXTY-THREE (63).

THE INSTITUTE IS RESOLVED TO ENSURE THAT OUR GRADUATES GET THE DESIRED PRACTICAL TRAINING EXPERIENCE AS PER THE REQUIREMENTS. I AM INDEED ELATED TO ANNOUNCE THAT WE CURRENTLY HAVE OVER 307 GRADUATES UNDERGOING PRACTICAL TRAINING EXPERIENCE UNDER THE THREE DIFFERENT VERSIONS.

WITH THE REFORMS IN THE CA ZAMBIA PROGRAMME COUPLED WITH THE IMPROVEMENTS IN THE PRACTICAL TRAINING FRAMEWORK, WE ARE CONFIDENT THAT THE NUMBER OF CHARTERED ACCOUNTANTS WILL CONTINUE TO GROW. I WISH TO APPLAUD THE MINISTRY OF FINANCE AND NATIONAL PLANNING – ACCOUNTANT GENERAL’S OFFICE FOR SIGNING THE MOU TO OFFER CA ZAMBIA PRACTICAL TRAINING TO ALL CA ZAMBIA STUDENTS UNDER ITS MINISTRY.

DISTINGUISHED GUESTS, LADIES AND GENTLEMEN,

ON BEHALF OF THE COUNCIL AND MANAGEMENT, THE INSTITUTE WISHES TO THANK MANAGEMENT AND THE LECTURERS OF THE APPROVED UNIVERSITIES AND COLLEGES, FOR THE CONTINUED SUPPORT IN THE PROVISION OF TUITION AND GUIDANCE TO ALL OUR STUDENTS. THE INSTITUTE CONTINUES TO LOOK FORWARD TO BENEFICIAL PARTNERSHIP WITH THE ACCREDITED TUITION PROVIDERS IN THE DEVELOPMENT OF WORK-READY ACCOUNTANTS, TAXATION SPECIALISTS, PUBLIC SECTOR FINANCIAL MANAGEMENT SPECIALISTS AND BUSINESS LEADERS.

THE INSTITUTE IS URGING UNIVERSITIES AND COLLEGES TO PARTNER WITH THE GOVERNMENT TO TRAIN ACCOUNTANTS IN THE PUBLIC SECTOR FINANCIAL MANAGEMENT (PSFM) PROGRAMME. THE PROGRAMME IS SPECIFICALLY DESIGNED TO MEET THE PROFESSIONAL REQUIREMENTS OF ACCOUNTANTS IN THE PUBLIC SECTOR. WE ARE EQUALLY ENCOURAGING ALL THE ACCOUNTANTS IN THE LOCAL AUTHORITIES WHO ARE MANAGING THE CONSTITUENCY DEVELOPMENT FUNDS (CDF) TO UNDERTAKE THIS VERY IMPORTANT QUALIFICATION. THE INSTITUTE HAS LOBBIED GOVERNMENT THROUGH THE ACCOUNTANT GENERALS OFFICE TO PROVIDE SPONSORSHIP TO QUALIFIED AND REGISTERED ACCOUNTANTS IN THE PUBLIC SERVICE WHO ARE IN GOOD STANDING WITH THE INSTITUTE AS PER THE PROVISIONS OF THE ACCOUNTANTS ACT NO. 13 OF 2008 TO UNDERTAKE THE PSFM PROGRAMME. I THEREFORE WANT TO APPEAL TO ALL ACCOUNTANTS IN GOVERNMENT TO TAKE THIS OPPORTUNITY TO BE TRAINED IN THE PSFM PROGRAMME.

MAY I ALSO MENTION THAT WE ARE COMMITTED TO QUALITY ASSURANCE AND REVIEW OF ALL OUR PROGRAMMES AND WE ARE CURRENTLY REVIEWING THE

DIPLOMA IN TAXATION TO ENSURE THAT THE PROGRAMME MEETS THE FULL DEMANDS OF OUR STAKEHOLDERS.

I FURTHER WISH TO THANK THE APPROVED EMPLOYERS THAT HAVE HELPED AND SUPPORTED THE INSTITUTE IN MENTORING AND PRODUCING THE CHARTERED ACCOUNTANT ZAMBIA CA (ZM) DESIGNATES THROUGH THE CA ZAMBIA PRACTICAL TRAINING PROGRAMME AND TAKE THIS OPPORTUNITY TO INVITE MORE COMPANIES TO JUMP ON BOARD TO PARTNER WITH ZICA AS APPROVED EMPLOYERS IN TRAINING OUR GRADUATES.

TO THE GRADUANDS,

GRADUATION IS AN IMPORTANT MILESTONE AND THE COMPLETION OF YOUR QUALIFICATION IS A GREAT PERSONAL ACCOMPLISHMENT, AND IS ALSO A MILESTONE SHARED BY PARENTS, LECTURERS AND FRIENDS WHO CONTRIBUTED TO YOUR SUCCESS. THE GOOD NEWS IS THAT YOU LEAVE HERE TODAY WITH THE BEST POSSIBLE EDUCATION IN PROFESSIONAL ACCOUNTING TO SUCCESSFULLY ENTER THE WORKFORCE, WITH THE INTELLECTUAL AND PROFESSIONAL SKILLS THAT MAKE IT POSSIBLE FOR YOU TO THRIVE IN FINANCE AND BUSINESS.

WHILST A PROFESSIONAL QUALIFICATION IS A VALUABLE ASSET, THE RAPIDLY CHANGING WORLD THAT WE LIVE IN REQUIRES US TO CONSTANTLY RETRAIN OURSELVES IN ORDER TO SATISFY OUR LIFE AND WORK AMBITIONS.

SUCCESSFUL ACCOUNTING AND FINANCE PROFESSIONALS ARE ABLE TO COPE WITH A MULTITUDE OF PRESSURES AND DIFFICULTIES. MAINTAINING A RESILIENT MIND-SET WILL IMPROVE YOUR PERFORMANCE AND HELP YOU DEMONSTRATE GREATER CONSISTENCY AND LEADERSHIP IN YOUR ACCOUNTING OR FINANCE ROLE.

AS YOU LEAVE THIS CEREMONY EQUIPPED WITH THE NECESSARY PROFESSIONAL SKILLS, PLEASE BASK IN THE IMPORTANCE OF YOUR ACHIEVEMENT.

I WISH EVERY ONE OF YOU SUCCESS AND MAY YOU BE PROUD AMBASSADORS AND TORCH BEARERS FOR THE RESPECTIVE QUALIFICATIONS YOU HAVE ATTAINED. ENSURE THAT YOU UPHOLD PROFESSIONAL CONDUCT THROUGH THE FUNDAMENTAL PRINCIPLES OF INTEGRITY, OBJECTIVITY, PROFESSIONAL COMPETENCE AND DUE CARE, CONFIDENTIALITY AND PROFESSIONAL BEHAVIOR.

DISTINGUISHED GUESTS, LADIES AND GENTLEMEN,

AS YOU MAY ALL BE AWARE, THE INSTITUTE NOW HAS A NEW CHIEF EXECUTIVE OFFICER MR. ANTHONY BWEMBYA. LET ME TAKE THIS OPPORTUNITY TO WELCOME MR. BWEMBYA TO HIS 1ST ZICA GRADUATION CEREMONY SINCE JOINING THE INSTITUTE ON 3RD JANUARY, 2022. WE LOOK FORWARD TO YOUR POSITIVE CONTRIBUTION TO THE DEVELOPMENT OF THE INSTITUTE.

FINALLY, I WANT TO TAKE THIS OPPORTUNITY TO THANK THE GOVERNMENT OF THE REPUBLIC OF ZAMBIA FOR THE SUPPORT IN MAKING THE INSTITUTE ACHIEVE ITS MANDATE. SPECIAL THANKS TO ALL OUR SPONSORS FOR THE VARIOUS AWARDS THAT WILL BE PRESENTED HERE TODAY.

AND TO ALL OUR STAKEHOLDERS INCLUDING, PARENTS, GUARDIANS AND EVERYONE WHO HAVE SUPPORTED THE INSTITUTE IN ONE WAY OR THE OTHER BY MAKING THIS GRADUATION A MEMORABLE SUCCESS. THANK YOU FOR WALKING THIS PATH WITH US AND SUPPORTING OUR GOAL OF DELIVERING A BETTER EDUCATED PROFESSIONAL ACCOUNTANT.

LET ME END BY REMINDING ALL OF YOU THAT AT THE END OF THE YEAR, ALL ACCOUNTANTS HAVE A MEMBERSHIP OBLIGATION TO ENSURE THAT THEY DECLARE THEIR CPD COMPLIANCE FOR THE YEAR. THE INSTITUTE WILL DISPATCH ANNUAL CPD RETURN FORMS TOGETHER WITH THE ANNUAL SUBSCRIPTION NOTICES FOR THE YEAR 2023. MAY I URGE ALL MEMBERS TO ENSURE THAT THE ANNUAL CPD RETURN FORMS ARE FILLED IN AND RETURNED TO SECRETARIAT AT THE EARLIEST.

I THANK YOU AND WISH YOU A MEMORABLE GRADUATION CEREMONY.