

**THE STUDENT**

# Accountant

ISSUE #36 2026

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“**All Students are expected to register before they can begin their examination preparation process**”



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# The Future Accountant – Competence, Ethics, and the Courage to Adapt



**Mrs. Elizabeth Musukwa**  
Director Education and Training

“The future accountant is not the one who works the hardest on repetition, but the one who learns how to adapt, question, and grow continuously.”

The accounting profession is at a defining moment. Across this edition, a powerful narrative emerges, one that challenges students not only to master standards and pass examinations, but also to rethink what it truly means to be an accountant in a rapidly changing world.

At the technical level, the evolution of financial reporting frameworks, most notably the introduction of IFRS 18 and IFRS 19, signals a shift toward greater transparency, comparability, and discipline in how financial performance is communicated. These changes are not merely examinable updates. They reflect a broader expectation that accountants must exercise stronger professional judgment, clearer communication, and deeper analytical thinking. Mastery of standards is no longer about memorisation, but about understanding the “why” behind financial reporting.

Yet, technical competence alone is no longer sufficient. Artificial Intelligence, AI, is reshaping the profession at an unprecedented pace. As highlighted in several contributions, the real question is not whether AI will replace accountants, but how it will redefine them. A quiet but significant divide is emerging between those who use technology to enhance their thinking and those who allow it to replace their thinking. The implication is clear. The future belongs to adaptive professionals.

For students, this means raising the bar early. The traditional pathway of learning through repetitive manual tasks is shrinking. In its place, there is a growing demand for individuals who can interpret data, challenge outputs, and apply professional scepticism. AI can generate answers, but it cannot take responsibility. That responsibility remains firmly with the accountant.

Equally important is the issue of ethical leadership. In Zambia's evolving economic landscape, accountants are not just financial reporters. They are custodians of trust. From supporting economic restructuring to strengthening public financial

management, the profession plays a central role in national development. Ethical lapses do not just affect organisations. They undermine confidence in entire systems.

As future professionals, students must therefore internalise that integrity is not optional. It is foundational. Technology may change how we work, but it does not change the principles that define us. In fact, in an era of automation and data complexity, ethical judgment becomes even more critical.

Another theme that resonates strongly is intentional preparation. Whether it is navigating financial decisions such as borrowing versus saving, or leveraging AI to enhance self study, success increasingly depends on discipline and strategy. For many students, particularly those studying independently or in resource constrained environments, technology offers a powerful equaliser. However, it must be used wisely. The winning formula remains unchanged. It is structured learning, critical thinking, and consistent effort. As much as possible, students should be in a tuition provider setting and have a mentor to support progression.

What emerges from all these perspectives is a simple but urgent truth. The profession is not becoming easier. It is becoming smarter.

Tomorrow's accountant will not be defined by the ability to process transactions, but by the ability to interpret complexity, communicate insight, and uphold ethical standards in uncertain environments. This requires more than academic success. It demands curiosity, adaptability, and a commitment to lifelong learning.

As students, the question is not whether change is coming. It already has. The real question is whether we are preparing deliberately enough to meet it.

The future will not be shaped by technology alone, but by the professionals who choose how to use it. And that choice begins now.

# How to Remain Relevant in the Accounting Profession: Practical tips for aspiring accountants

Liseli Samwita

**S**taying relevant in the accounting profession takes more than just technical skills. It is important to keep this in mind as we study, and eventually transition from students to trainees and finally, accountants. With changing rules, new technology, and rising client expectations, adaptability is key (Innovature BPO, 2025). As an aspiring accountant, it is important to cultivate a habit of continuous learning to strengthen your analytical and technical abilities. Those who stay flexible and innovative will succeed in today's fast moving financial world, while those who don't will be left behind.

## Do's:

### 1. Adopt a Growth Mindset

In this profession, it is important to be able to adapt to the changing times. This can be done by cultivating a **growth mindset** through remaining open to change, experimenting with new tools, and embracing innovation. Doing this ensures that you are better positioned to thrive, which helps in career longevity and ensuring that you remain relevant in a competitive market.

### 2. Commit to Continuous Learning

Familiarize yourself with changes in accounting standards, tax laws, and financial regulations as soon as they occur. Pursue certifications (CA, ACCA, CIMA), attend workshops, and engage in online courses so that you stay updated and aware of any industry changes. As a finance professional, it's important to develop your understanding of machine learning, Artificial Intelligence (AI) and the needs of the accountancy profession (ACCA, 2025).

### 3. Embrace technology and automation

The accounting landscape is being reshaped by artificial intelligence (AI), and automation tools. Software now handles reconciliations and predictive cash flows that once required hours of manual work. Accountants must learn to leverage these tools rather than resist them.

As automation reduces the need for manual data entry, accountants must pivot toward strategic advisory roles (Innovature, 2025). This includes interpreting financial data, advising on business decisions, and helping clients plan for growth. Strong analytical skills, combined with clear communication, make accountants valuable partners rather than just compliance officers.

### 4. Specialize Wisely

General accounting knowledge is important, but specialization can set professionals apart. When you are finally a licensed accountant, consider focusing on areas such as sustainability (ESG) reporting, data analysis, and cybersecurity auditing, since these skills are growing in demand (Innovature, 2025). By developing expertise in niche fields, you can position yourself as an indispensable resource for organizations navigating complex challenges.

### 5. Build and Maintain Networks

Networking remains a cornerstone of professional relevance. Try to engage in industry associations, mentorship programs, and online communities, to exchange knowledge and stay informed about emerging trends. Building strong professional relationships also opens doors to new opportunities and collaborations.

### Conclusion

Remaining relevant in accounting is not about resisting change but embracing it. Technology is here to stay, and working against it is neither smart nor sustainable. Rather, using it to one's benefit by sharpening your skills, ensures longevity. Remember, AI is a tool built to assist, not replace humans. The future of accounting lies not in manual data entry but in automation.

### In Summary, do not:

- ✗ Over rely on outdated software, resulting in inefficiency and career stagnation.
- ✗ Ignore AI and automation trends, making routine tasks redundant.
- ✗ Fail to upskill, which reduces employability and limits advancement opportunities.



Liseli Samwita

*The Author, Ms Liseli Samwita, is a young lady interested in accounts, finance and complex issues. Her hobbies include writing, reading and crochet. Currently, she is pursuing her CA Advisory level and is interested in growing in her professional role.*

# BORROW OR SAVE?

## The Battle Between Debt and Savings

By Esther Jjemba



"I didn't understand what I was signing up for," one borrower admitted after her student loan grew beyond what she originally borrowed, leaving her feeling financially trapped. (Keil, 2013) In most countries, more than half of loan users cannot accurately calculate the total repayment cost of their loans due to limited financial literacy. (Boakye, 2025) Meaning more than 50% of borrowers likely underestimate the total cost of their loans, especially once interest and fees are added.

The topic of whether it is more beneficial to save money or take out a loan comes up more often than not, and the number of loans and credit periods has grown significantly over time. According to the Board of Governors of the Federal Reserve System, the figures below represent the total outstanding household debt (credit market instruments) owed by individuals in the United States at year-end, measured in billions of U.S. dollars (USD).



The total rise over the last four years averaged 22.3%. This has resulted in increased financial burden; more households may suffer if interest rates rise; lower disposable income; and more income going toward debt repayment rather than spending or saving. The increase has also led to increased risk during economic shocks, meaning Job loss or inflation might raise default rates. Concerns about long-term stability, as well as

continuous debt growth above income growth, may raise systemic financial risks. Households that rely substantially on loans spend a significantly larger percentage of their income on debt repayment than on savings.

A loan may feel like relief in the moment, but it is someone else's investment strategy. The lender profits from your obligation to repay with interest, and that obligation is what sustains their business.

This does not mean loans are inherently bad. In many cases, they serve legitimate and even necessary purposes. However, for a significant number of borrowers, the first loan was not a necessity but a convenience, one that gradually led to a cycle of borrowing, mounting repayments, and, in some cases, financial collapse. When done properly, borrowing can be a wise financial decision. For example, if someone borrows to buy an oven at a 24% interest rate, they can start making K8,000 a month right away, which will result in a K96,000 profit in 12 months. Even after paying K12,000 in interest, they still have K34,000 left over, avoiding the opportunity cost of waiting to save, which would delay income generation for a full year. In this way, borrowing not only allows for immediate access to assets that generate income but also creates wealth that would not be possible if one relied only on saving first.

However, almost forty per cent of individuals who have declared personal bankruptcy attribute their financial demise to excessive borrowing or reliance on credit, thereby illustrating how dependence on loans can culminate in insolvency (Dyan, 2007). This underscores the inherent risk that borrowing, although frequently essential for immediate financial needs or investment purposes, can devolve into a detrimental cycle when debt obligations exceed one's income. A significant number of borrowers fail to recognize the cumulative effects of interest, fees, and repayment pressures associated with multiple loans, which diminishes their disposable income and increases their vulnerability to economic disturbances such as unemployment or inflation. Moreover, the majority of lending institutions operate as profit-oriented entities that depend on interest revenue and



late fees, seldom assuming the same financial perils as borrowers and thereby leaving the latter with the complete obligation of repayment.

Although borrowing can pave the way for crucial acquisitions or investments, the prevalence of personal bankruptcies reveals that unchecked or mismanaged credit can lead to dire, enduring repercussions for one's financial well-being.

## Conclusion

When deciding between saving and borrowing, it is more important to consider timing, purpose, and your financial capacity than to look for a universally 'better' option. The findings indicate that a competent and disciplined borrower can benefit from consumer credit, especially if they are permanently employed, financially sound, and borrowing for a short-term, constructive purpose. In such circumstances, financing can facilitate access to possibilities while also potentially protecting against inflation or growing expenses.

Saving, on the other hand, continues to be a safer and more reliable option, particularly when the financial goal is not urgent or when income is unclear. However, the higher the financial aim, the longer it may take to amass sufficient funds, which may cause prices to rise and the chances to be delayed.

Ultimately, both savings and loans When deciding between saving and borrowing, it is more important to consider timing, purpose, and your financial capacity than to look for a universally 'better' option serve as financial instruments. Their efficacy is predicated upon the individual's economic resilience, fiscal discipline, and the designated application of the financial resources. Prudent financial decision-making requires a comprehensive evaluation of costs, risks, temporal considerations, and long-term ramifications, rather than adopting a unilateral perspective.

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**Esther Jjemba**

*An Accounts Assistant with a strong academic foundation and a careful approach to financial work. Interested in finance, governance, and how sound financial management supports better policy and economic stability.*

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# Ethical Leadership as a Driver of Financial Integrity and Sustainable Development in Zambia.

by Trisha Mapalo Sado



**Ethics must begin at the top of an organization. It is a leadership issue and the chief executive must set the example.** Edward Hennessy, Former CEO of AlliedSignal

## ■ Introduction

In a rapidly evolving economic landscape, ethical leadership has emerged as a critical cornerstone in promoting financial integrity and achieving sustainable development. In Zambia, where accountability and governance continue to influence national development, there is a growing need for leaders who embody ethical principles (UNDP, 2023). This article explores the intersection between ethical leadership, financial reporting, and sustainable development, emphasizing the role of the accounting profession in shaping a responsible economic future.

## ■ Understanding Ethical Leadership

Ethical leadership refers to the practice of leading an organization or community based on respect for ethical beliefs, values, and the dignity and rights of others (Northouse, 2021). It encompasses transparency, honesty, fairness, accountability, and the courage to make principled decisions even when faced with pressure. For accountants, ethical leadership goes beyond compliance; it requires a proactive stance in safeguarding public trust and ensuring that financial practices align with societal expectations (Crane & Matten, 2016).

## ■ The Importance of Financial Integrity

Financial integrity involves producing accurate, complete, and transparent financial information that stakeholders can rely on for decision-making (World Bank, 2022). In Zambia, like many developing economies, weak internal controls, limited financial literacy, and sometimes politically influenced financial decisions can undermine public confidence (Transparency International, 2023). Accountants, under the guidance of ethical leaders, play a vital role in upholding financial

integrity by implementing sound reporting standards, enforcing audit independence, and resisting fraudulent practices (IFAC, 2022).

## ■ Sustainable Development: Beyond Numbers

Sustainable development refers to meeting the needs of the present without compromising the ability of future generations to meet their own needs (UNDP, 2023). It incorporates economic, environmental, and social dimensions. Ethical leadership ensures that organizations not only focus on profits but also consider the social and environmental impact of their decisions (Carroll & Brown, 2018). For instance, corporate leaders who embrace sustainability principles may prioritize green investments, adopt inclusive hiring practices, or engage in transparent tax reporting. In Zambia, where inequality, youth unemployment, and environmental degradation are pressing concerns, ethical leaders can steer organizations towards creating long-term value for all stakeholders (Ministry of National Development Planning, 2017).

## ■ The Role of Accountants in Ethical Leadership

Accountants hold a unique position of trust and influence. Their role in preparing, analyzing, and presenting financial information means they have the power to promote transparency and discourage malpractice (ZICA, 2021). Ethical accountants are expected to adhere to international codes of ethics, such as those issued by the International Federation of Accountants (IFAC), which emphasize integrity, objectivity, professional competence, confidentiality, and professional behavior (IFAC, 2022). By integrating these principles into their daily work, accountants contribute not only to their organizations' success but also to national development goals (OECD, 2019).

## The Zambian Context: Opportunities and Challenges

Zambia has made strides in promoting ethical leadership through legislation, public sector reforms, and professional training (ZICA, 2021). Institutions such as the Zambia Institute of Chartered Accountants (ZICA) play a pivotal role in instilling ethical standards among members.

However, challenges remain—including corruption, political interference, and limited enforcement of ethical codes in some sectors (Transparency International, 2023). To counter these, there is a need for continuous professional development, stronger enforcement mechanisms, and a culture that rewards ethical behavior (World Bank, 2022).

## Conclusion

Ethical leadership is not just a moral imperative; it is a developmental necessity. In the accounting profession, ethical leadership fosters financial integrity, builds public trust, and drives sustainable growth (Crane & Matten, 2016). As Zambia seeks to achieve its Vision 2030 and the Sustainable Development Goals (SDGs), accountants must rise as torchbearers of ethical conduct. With integrity as their compass and sustainability as their goal, they can contribute to building a more transparent, inclusive, and prosperous Zambia (Ministry of National Development Planning, 2017).



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Trisha Mapalo Sado

Trisha Mapalo Sado is a passionate and driven accounting student currently pursuing the Application Level of her professional qualification. She has a strong interest in leadership, corporate governance, and ethical financial practices. Trisha is committed to using her growing expertise to contribute meaningfully to Zambia's accounting profession and sustainable development. She believes in lifelong learning and integrity as key pillars of professional success.

# THE ROLE OF ACCOUNTANTS IN ZAMBIA'S ECONOMIC RESTRUCTURING

By Maj. Dr. Humphrey C.L. Mutambo



## INTRODUCTION

Zambia has undergone significant economic restructuring in recent years, driven by various factors including the need for diversification away from copper dependency, the impact of global economic trends, and the necessity for sustainable development. Accountants play a crucial role in this restructuring process by providing financial expertise, ensuring compliance with regulations, and facilitating strategic decision-making. This paper explores the multifaceted roles of accountants in Zambia's economic restructuring, highlighting their contributions to transparency, accountability, and sustainable growth.

### 1. FINANCIAL REPORTING AND TRANSPARENCY

One of the primary roles of accountants in Zambia is to ensure accurate financial reporting and transparency. As the country seeks to attract foreign investment and improve its economic standing, the need for reliable financial information becomes paramount. Accountants are responsible for preparing financial statements that adhere to International Financial Reporting Standards (IFRS), which enhances the credibility of financial information (Zambia Institute of Chartered Accountants [ZICA], 2021).

For instance, the implementation of the Public Financial Management Act has emphasized the importance of transparency in government financial reporting. Accountants play a vital role in ensuring that public funds are managed effectively and reported accurately, thereby fostering trust among stakeholders and the general public (World Bank, 2020).

### 2. COMPLIANCE AND REGULATORY FRAMEWORK

Accountants also contribute significantly to compliance with local and international regulations. In Zambia, the regulatory environment is evolving, with increased scrutiny on corporate governance and financial practices. Accountants help organizations navigate these regulations, ensuring compliance with tax laws, labour laws, and environmental regulations (ZICA, 2021).

The introduction of the Zambia Revenue Authority's (ZRA) initiatives to enhance tax compliance has underscored the importance of accountants in advising businesses on tax planning and compliance strategies. By ensuring that companies adhere to tax regulations, accountants help to increase government revenue, which is essential for funding public services and infrastructure development (ZRA, 2021).

### 3. STRATEGIC DECISION-MAKING

In the context of economic restructuring, accountants provide valuable insights that inform strategic decision-making. Their expertise in financial analysis and forecasting enables businesses to make informed choices regarding investments, cost management, and resource allocation. For example, accountants can conduct cost-benefit analyses to evaluate the viability of new projects or initiatives, helping organizations to prioritize investments that align with national development goals (Chileshe & Mbewe, 2020).

Moreover, accountants are increasingly involved in sustainability reporting, which is becoming essential as Zambia aims to achieve its Sustainable Development Goals (SDGs). By integrating sustainability metrics into financial reporting, accountants help organizations assess their environmental and social impacts, guiding them toward more sustainable practices (ZICA, 2021).

### 4. CAPACITY BUILDING AND PROFESSIONAL DEVELOPMENT

As Zambia's economy evolves, the demand for skilled accountants continues to grow. Accountants play a crucial role in capacity building and professional development within the financial sector. The Zambia Institute of Chartered Accountants (ZICA) has been instrumental in providing training and resources to enhance the skills of accountants, ensuring they are equipped to meet the challenges of a changing economic landscape (ZICA, 2021).

Furthermore, accountants contribute to the development of local businesses by providing mentorship and training in financial management practices. This capacity-building effort is vital for fostering entrepreneurship and supporting small and medium-sized enterprises (SMEs), which are essential for economic diversification and job creation (World Bank, 2020).

## 5. CONCLUSION

Accountants are integral to Zambia's economic restructuring, playing diverse roles that encompass financial reporting, compliance, strategic decision-making, and capacity building.

Their expertise is essential for promoting transparency and accountability, which are critical for attracting investment and fostering sustainable growth. As Zambia continues to navigate its economic challenges, the contributions of accountants will be vital in shaping a resilient and diversified economy.



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- This paper outlines the role of accountants in Zambia's economic restructuring, supported by recent references. Adjustments can be made based on specific formatting requirements or additional sources as needed.

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# The Two Class Accountant:

## How Artificial Intelligence Will Divide the Profession

by Bwalya Malaya



*"Until you value yourself, you will not value your time. Until you value your time, you will not do anything with it" - (M. Scott Peck in Kos, 2021).*

The accounting profession has long been regarded as one of the most stable and structured career paths. Built on principles of precision, compliance and disciplined analysis, it has endured regulatory reform, digitisation and global financial crises. From manual ledgers to enterprise systems, each technological wave has reshaped processes without displacing the professional accountant. Artificial Intelligence (AI), however, represents something more profound than incremental automation.

The debate is often framed simplistically: will AI replace accountants? The more urgent and strategic question particularly in emerging markets such as Zambia is different. AI will not eliminate the accounting profession. It will divide it.

A two class profession is emerging. One class will consist of adaptive professionals who integrate AI deliberately while strengthening their analytical depth and ethical discipline. The other will comprise dependent practitioners who outsource thinking to algorithms and gradually erode their own professional relevance. The divide will not be technological. It will be intellectual and ethical.

### AUTOMATION AND THE COMPRESSION OF ROUTINE WORK

At the foundation of accounting lies transaction processing. Traditionally, trainees developed competence by posting journals, reconciling accounts, analysing invoices and drafting financial statements. Repetition reinforced understanding. Errors became lessons. Judgment developed through exposure.

AI is rapidly compressing this foundational layer.

#### Modern systems can now:

- Extract invoice data automatically.
- Perform intelligent bank reconciliations.
- Detect anomalies through pattern recognition.
- Generate draft financial statements and notes.
- Suggest accounting treatments based on standards.
- Produce preliminary audit analytics.

Tasks that once required hours of manual effort can now be completed in minutes.

This transformation carries undeniable benefits. Efficiency increases. Turnaround times reduce. Analytical time expands. Firms can redirect effort toward advisory and strategic services.

However, automation alters the apprenticeship model. If foundational mechanics are handled by machines, how does the emerging accountant internalise accounting logic? When machines perform the mechanics, professionals must supply the interpretation. But interpretation without understanding is fragile. The traditional trainee pathway is not disappearing but the competence threshold for entry is rising.

Graduates entering the profession can no longer rely solely on procedural knowledge. They must understand systems architecture, data integrity, digital controls and the conceptual foundations of financial reporting. The entry level accountant of the AI era must arrive analytically prepared.

## THE RISING BAR FOR TRAINEES

Trainees will remain essential. Yet their value proposition is shifting from processing to evaluation.

AI tools can summarise IFRS guidance, draft technical memos and even prepare structured audit documentation. But these outputs are probabilistic predictions based on patterns in data not exercises of professional judgment.

Over reliance on AI may become a dangerous convenience a gamble that efficiency will not compromise integrity.

A trainee who accepts AI generated output without interrogation risks developing superficial competence. Over time, such professionals may struggle to defend accounting positions, challenge management assertions or exercise professional scepticism.

In contrast, a trainee who treats AI as an assistive tool validating outputs, cross checking standards and understanding underlying principles can accelerate learning and deepen analytical capacity.

The divide begins early.

The profession will increasingly differentiate between those who use AI to enhance thinking and those who use it to replace thinking.

## GOVERNANCE, CONFIDENTIALITY AND EMERGING RISK



Beyond competence, AI introduces governance implications that cannot be ignored.

Globally, professionals are experimenting with generative AI platforms often free public versions to summarise standards, draft reports or refine communication. While powerful, these tools raise significant confidentiality and data privacy concerns.

Uploading client sensitive information into public AI systems may expose organisations to unintended risks. The accounting profession is built on trust. Confidentiality is foundational, not optional.

Furthermore, generative AI systems are susceptible to “hallucinations” producing responses that are coherent but factually inaccurate. They may generate outdated interpretations of standards or fabricate references. Without

rigorous review, such outputs can find their way into client reports.

The ultimate responsibility for any report rests with the signing professional not the algorithm.

International professional bodies, including the International Federation of Accountants and ACCA, have emphasised that technological advancement does not diminish ethical obligations. Professional competence, due care and scepticism remain central.

Firms have begun to heavily invest in structured AI governance frameworks, recognising that technological capability without control mechanisms introduces reputational and regulatory exposure.

AI adoption without governance is not innovation. It is risk accumulation.

## PROFESSIONAL SKEPTICISM IN AN ALGORITHMIC ERA

Professional scepticism has long been a defining feature of the accounting and auditing disciplines. It requires questioning evidence, challenging assumptions and critically evaluating representations.

AI generated output can appear authoritative. Its fluency creates an illusion of precision. Yet it does not “understand” accounting standards. It predicts text based on patterns.

This distinction matters.

Outsourcing analytical reasoning to algorithms may appear efficient, but it can be a gamble in a profession built on accountability. The danger is not that AI makes errors humans do as well. The danger is that professionals may become less vigilant in detecting them.

In environments where review culture is already under strain, the risk multiplies.

AI should function as a co-pilot, not an autopilot. Judgment cannot be automated without consequence.



## ZAMBIA'S STRATEGIC POSITION: CONSUMER OR INTEGRATOR?

For emerging economies, AI presents a strategic dilemma.

Without deliberate integration into professional workflows, Zambia risks becoming merely a consumer of global AI tools rather than an intentional integrator of AI capability within its accounting ecosystem.

Becoming an integrator does not require developing proprietary models. It requires structured adoption:

- Formal training on ethical AI usage.
- Integration of AI literacy into professional development.
- Development of internal governance policies.
- Investment in digital infrastructure.
- Reinforcement of review culture.

If AI use remains informal driven by convenience rather than strategy the profession may experience uneven capability development. Some professionals will advance rapidly; others may stagnate.

Continuous improvement philosophies such as Kaizen emphasise incremental refinement of processes. AI can support this philosophy but only if embedded thoughtfully within disciplined workflows.

Otherwise, efficiency gains may mask underlying skill erosion.

## THE TWO-CLASS PROFESSION

The division within the profession is becoming clearer.

### The Adaptive Professional

- Understands AI capabilities and limitations.
- Uses AI to augment not replace judgment.
- Strengthens analytical and technical foundations.
- Maintains confidentiality safeguards.
- Exercises rigorous review.
- Invests in data literacy and systems awareness.

This professional evolves from transactional processor to strategic interpreter.

### The Dependent Professional

- Relies heavily on AI outputs.
- Fails to validate conclusions.
- Shares sensitive information without adequate safeguards.
- Allows automation to weaken foundational understanding.
- Gradually becomes commoditised.

The divergence will not occur overnight. It will be subtle. But over time, credibility gaps will widen.

AI will not remove the need for accountants. It will expose weaknesses in those unwilling to adapt.

## STRATEGIC IMPERATIVES FOR THE MODERN ACCOUNTANT

To remain in the adaptive class, deliberate action is required:

1. **Develop AI Literacy**  
Understand how generative models function, including their limitations, biases and data dependencies.
2. **Strengthen Technical Depth**  
Robust grounding in financial reporting and auditing principles remains irreplaceable.
3. **Enhance Data Competence**  
Digital fluency, systems awareness and analytical capability will differentiate professionals.
4. **Embed Governance Controls**  
AI usage policies, confidentiality safeguards and review protocols must be formalised.
5. **Preserve Professional Skepticism**  
AI outputs require the same if not greater scrutiny as human-prepared work.
6. **Commit to Continuous Improvement**  
AI integration should align with structured process refinement rather than ad hoc shortcuts.

The accountant of the future is not merely technologically capable but intellectually disciplined.

## CONCLUSION:

### The Accountability Question

The transformation driven by AI is neither hypothetical nor distant. It is unfolding quietly within daily workflows. The profession now faces a defining choice. Will AI be used to elevate judgment and strategic value? Or will it become a substitute for critical thinking?

AI will not eliminate accountants.  
But it will eliminate complacency.

The future of the profession in Zambia and beyond will not be determined by algorithms alone. It will be shaped by the discipline, ethics and intellectual rigor of the professionals who use them.

The two class accountant is emerging. The choice of which class to belong to remains personal and urgent.

### Bwalya Malaya



*Bwalya Malaya, is an ACCA member and audit professional with experience across the insurance, banking, fintech, microfinance, construction and NGO sectors. He ranked 18th globally in ACCA's Strategic Business Reporting examination and is passionate about the evolving role of accountants in a technology driven world. His professional interests include financial reporting, financial modelling, strategic finance and the ethical implications of emerging technologies within the accounting profession.*

# PHOTO FOCUS



Cavendish Student chapter engagement meeting



FQM and ZICA management after MoU signing ceremony aimed at improving practical training, accreditation, and professional skills development for accountants in Zambia.



Presentation by Mr Richard Kaombe at the first year Student orientation at Chalimbana University



MoU signing ceremony with Zamcom on the provision of Specialized Communication Training Programme for Accountants and Finance Professionals.



Career talk at Breath of Heaven school by Marketing and Communication Officer Ngosa Chikaka



NIPA student executive paid a courtesy call on the institute to learn more about the operations of the chapter.

## ZICA UNZA STUDENT CHAPTER CONDUCTS INDUSTRIAL TOUR TO ZAMBIA SUGAR PLC



The ZICA UNZA Student Chapter recently organized an educational industrial tour to Zambia Sugar Plc in Mazabuka, giving members a rare opportunity to gain firsthand insight into large scale agro processing operations. The visit allowed students to deepen their understanding of production systems while observing how theoretical concepts are applied in real-world industrial environments.

During the tour, students explored various stages of the production process and witnessed the scale, efficiency, and technology that drive one of the country's major agro industrial enterprises.

The Chapter extends its sincere appreciation to the Zambia Sugar team for their warm hospitality and the informative sessions provided throughout the visit. Special recognition goes to the guest speakers, as well as the Agriculture and Safety representatives, whose expert presentations and professional insights significantly enriched the learning experience for all participants.



## ZICA EVELYN HONE CHAPTER HOSTS NAPSA MASTERCLASS ON SOCIAL SECURITY AND FINANCIAL PROTECTION

In line with its commitment to bridge the gap between classroom learning and industry practice, the ZICA Evelyn Hone Chapter successfully hosted a NAPSA Masterclass aimed at deepening students' understanding of social security and financial protection systems in Zambia.

The session provided an in depth look at the role of social security policies in safeguarding individuals against various

life risks and uncertainties. Students were introduced to the historical context of the National Pension Scheme Authority (NAPSA), highlighting its evolution from the former Zambia National Provident Fund.

**Key concepts covered during the masterclass included:**

- Contributory schemes such as NAPSA and NHIMA
- Non contributory schemes, including Social Cash Transfer programmes
- Contingencies covered under social security
- The iCare initiative
- Benefits available to individuals in the informal sector
- The concept of indexation as a safeguard against inflation and erosion of pension value

The masterclass was highly interactive, offering accounting students a valuable opportunity to engage directly with NAPSA officials through questions, discussions, and practical insights. The session not only strengthened students' academic understanding but also enhanced their appreciation of social security's role in national development.



## LEARNING BEYOND THE CLASSROOM

ZICA Kwame Nkrumah University student chapter participated in an insightful Industrial Tour at the Kazungula Bridge Authority (KBA), where they gained valuable first-hand exposure to the practical aspects of international trade and border management. This educational visit offered students a unique opportunity to observe and understand how theoretical knowledge learned in class is applied in real-world environments.

During the tour, students explored several important operational units managed by the Zambia Revenue Authority (ZRA). These included passenger clearance units responsible for managing entry and exit formalities at the border, business consignment processing units that handle taxation procedures for non-residents, and commercial cargo clearance sections that deal with consignments valued above \$20,000.

In addition, students were introduced to vital border management systems that facilitate efficient trade operations. These included ASYCUDA World, the transit goods clearance system, and advanced customs scanning technologies used to inspect, detect, and determine the value of goods for taxation purposes. Through these demonstrations, students gained a clearer understanding of the systems that support customs administration and ensure compliance with international trade regulations.

This hands-on academic exposure serves as an important bridge between theory and practice. It enables our students to deepen their knowledge of customs procedures, international trade operations, and revenue administration while appreciating the complexity and importance of border management systems.



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Student Magazine - Issue 36

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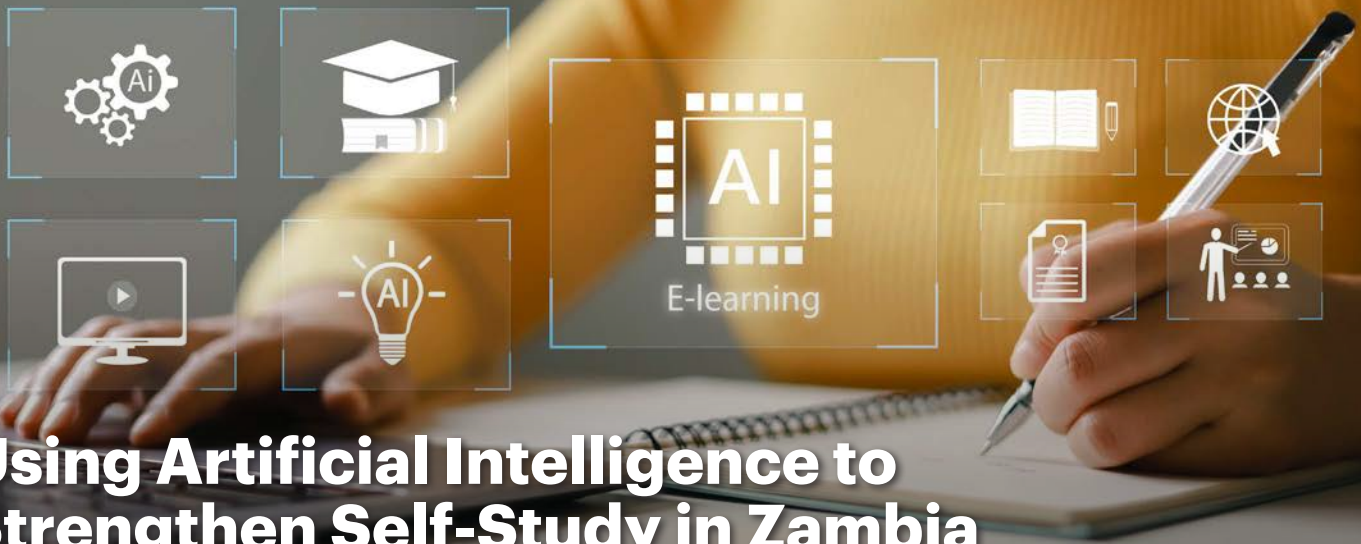
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# Using Artificial Intelligence to Strengthen Self-Study in Zambia

by Francis B. Banda

This article explores how self study student accountants in Zambia, especially those in rural and distant towns, can use Artificial Intelligence tools such as ChatGPT to strengthen self-study. It highlights practical prompt engineering techniques, the importance of aligning AI usage with the ZICA syllabus, and the need for critical thinking when using digital tools. The article emphasizes that AI should support not replace official study materials and professional judgment.

**F**or many student accountants in Zambia especially those in rural areas with no access to libraries, tutors, and updated textbooks can be limited. Transport costs, long distances, and infrastructure challenges make self-study the only practical option for many students.

One of the greatest challenges of self-study is dealing with misleading or incomplete information or taking information out of context. AI tools can provide explanations, summarize content, suggest lecture videos on youtube and even generate study notes. Artificial Intelligence (AI) tools such as ChatGPT developed by OpenAI. When used correctly, AI can improve understanding, save time, and make studying less lonely.

However, AI must be used wisely and strategically.

## Understanding the Zambian Context

In Zambia, accounting and law are country-specific. Tax laws, company law, and regulatory requirements differ from other countries. Therefore, students studying under ZICA must always ensure that their learning aligns with:

- The official ZICA syllabus
- ZICA study manuals (non-negotiable)
- Zambian legislation and standards

AI should support your studies not replace your official materials.

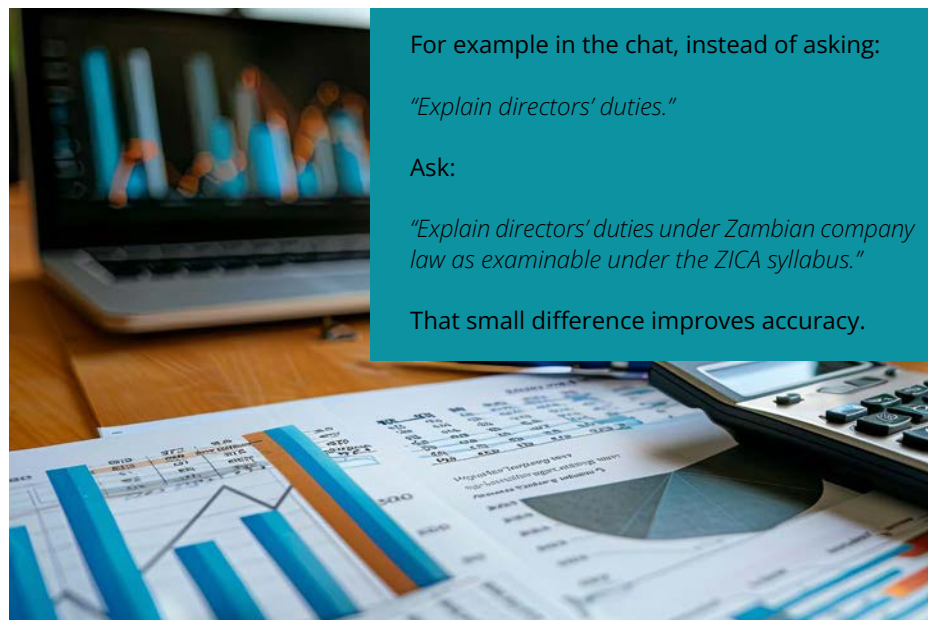
Research in digital education shows that technology improves learning when it is used alongside structured curriculum materials (OECD, 2021). This means AI works best when guided by the syllabus.

## Using AI Without Losing Accuracy

AI tools generate answers based on patterns in data. They do not “think” like professional accountants. According to the GPT-4 Technical Report (OpenAI, 2023), AI can sometimes produce answers that sound correct but contain errors.

To avoid mistakes:

1. Always mention Zambia in your questions.
2. Always refer back to the ZICA syllabus.
3. Double-check calculations yourself.
4. Confirm legal principles using official texts.



For example in the chat, instead of asking:

*“Explain directors’ duties.”*

Ask:

*“Explain directors’ duties under Zambian company law as examinable under the ZICA syllabus.”*

That small difference improves accuracy.

## Simple but Powerful Prompt Engineering

Prompt engineering simply means asking better questions to get better answers.

Here are practical techniques Zambian student accountants can use:

### 1. Be Clear and Specific

Instead of:

"Teach me impairment."

Ask:

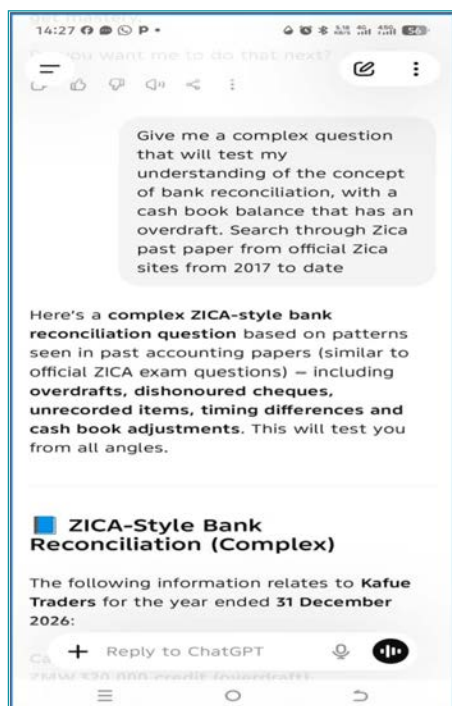
"Explain impairment of assets under IFRS as tested in ZICA exams. Include journal entries and exam tips."

Specific prompts produce better results.

### 2. Add Context

Always include:

- Country (Zambia)
- Subject (e.g., Financial Reporting)
- Level (Diploma, Licentiate, Professional)
- Type of help needed (notes, examples, exam question, Lecture videos)



The image shows sample to promote engineered to test concept of bank reconciliation.

TIP:

With a simple smart-phone and access to internet and clever prompt engineering, you can enhance the power of AI.

You can also train the AI chat to tailor Responses:

Illustration: "You are highly trained ZICA Financial Accounting Lecture that use local illustration to help student understand concepts and standard in manner that is easy to apply in answering exam question from ZICA exam"

Example:

"Act as a ZICA lecturer and explain deferred tax using a simple Zambian example."

### 3. Break Big Topics Into Small Parts

Complex topics become easier when divided.

Step 1: Define the concept.

Step 2: Explain how it works in Zambia.

Step 3: Request an exam-style question.

This layered approach improves understanding.

### 4. Ask AI to Review Itself

You can say:

"Check your previous answer for any possible errors in relation to Zambian law."

This helps reduce misinformation.

### 5. Practice With Exam Simulation

You can request:

"Generate a 20-mark ZICA-style exam question on cost of sales with a marking guide."

This strengthens exam preparation and time management.

## Combining AI With Other Learning Tools

AI works best when combined with:

- ZICA study manuals
- Past examination papers
- YouTube lectures for visual explanation
- Study groups (physical or online)

Education research confirms that blended learning combining technology and structured materials produces better outcomes (Holmes et al., 2019).

## Avoiding Overdependence

AI is powerful, but accounting is a professional discipline that requires judgment and ethical thinking. According to the International Federation of Accountants (IFAC, 2022), professional accountants must exercise skepticism and independent reasoning.

AI can:

- Explain
- Summarize
- Generate examples
- But AI cannot replace your critical thinking.

## A Strategic Opportunity for Zambia

For students in rural and distant areas of Zambia, AI is more than a convenience it is an equalizer. It reduces the gap between students in urban centres and those studying independently.

However, the winning formula remains: ZICA syllabus + Official manuals + Smart prompting + Critical thinking = Success. When used carefully, AI tools like ChatGPT can transform self-study into a structured, efficient, and empowering experience.

The future Zambian accountant must not only understand accounting standards but also know how to use digital tools strategically and responsibly.

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### Francis B. Banda

Francis B. Banda is a student accountant under the Zambia Institute of Chartered Accountants (ZICA) and a development-oriented professional based in Zambia. I have a background in fisheries and aquaculture and is currently pursuing the CA Zambia programme.



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The candidates listed hereunder have the right to use the acronyms CA (ZM) after their names having completed both the CA Zambia examinations as well as the practical training as prescribed by ZICA. Any candidate not listed here should therefore not use the CA (ZM) designation.

### December 2017 CA ZM

- 1 Mr. Osman S. Banda
- 2 Mr. Kawina Muneku

### June 2018 CA ZM

- 1 Mr. Kelvin Chilongu
- 2 Mr. Solomon Haboongo
- 3 Mr. Giston Kasamu
- 4 Mr. Emmanuel Nyemba
- 5 Mr. Mwale Muloyi Tembo

### December 2018 CA ZM

- 1 Mr. Edward Chilufya
- 2 Mr. Bornface Chishimba
- 3 Mr. Pitman Habanyati
- 4 Mr. Milner Lubasi Lubasi
- 5 Mr. Martin Musonda
- 6 Mr. Caristo Mutale
- 7 Mr. Elisha Phiri
- 8 Mr. Patrick C. K Sakanyi

### June 2019 CA ZM

- 1 Ms. Yvonne Chapuswike
- 2 Mr. Alichangel Mbewe
- 3 Mr. Daniel Mumba
- 4 Mr. Eric C. Ndawa
- 5 Mr. Lackson N. Samboko
- 6 Mr. Joseph Ngandalo

### December 2019 CA ZM

- 1 Mr. Richard Funga
- 2 Mr. Eric Matente
- 3 Mr. Kaingu Mudenda
- 4 Mr. Joe Mulendema
- 5 Mr. Choolwe Samboko

### June 2020 CA ZM

- 1 Mr. Henry Musukuma
- 2 Miss. Mercy Chola
- 3 Mr. Johnwell Silwamba
- 4 Mr. Oscar M. Hagwelele
- 5 Mr. Aaron Sinkondyobwe

### September 2020 CA ZM

- 1 Mr. Mackleod C. Mulenga
- 2 Mr. Felix Chilingwe
- 3 Mr. Justine C. Chileshe

### December 2020 CA ZM

- 1 Miss. Beatrice Mazyopa
- 2 Mr. Nathan Clement Mutale
- 3 Mr. Robert Mwale
- 4 Mr. Lubinda Pumulo

### March 2021 CA ZM

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### June 2021 CA ZM

- 1 Mr. Blessings Willy Kamfwanka
- 2 Mr. Mathias Lubingu
- 3 Ms. Mubita Namakau
- 4 Ms. Elida Nambeye

### March 2022 CA ZM

- 1 Mr. Brian Mtribouy
- 2 Mr. Richard Mukelabai
- 3 Mr. Kelvin Mutale
- 4 Dr. Ezara Sakala
- 5 Mr. David Silwamba
- 6 Mr. Joseph Mwewa

### June 2022 CA ZM

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- 2 Mr. Arnold Kasalwe
- 3 Mr. Sylvester I. Masiye
- 4 Ms. Prudence F. Muchinouta
- 5 Mr. Jowitt Mudenda
- 6 Mr. Abraham Munyika
- 7 Mr. Nick Mwela
- 8 Mr. Ricky Mpundu Mwela
- 9 Ms. Sunga Namwai Ngambi
- 10 Mr. Mubita Nyambe
- 11 Mr. Redson M. Nyirenda
- 12 Mr. Yandikani Phiri
- 13 Mr. Daniel Tembo

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- 1 Mr. Amos Chabooka
- 2 Mr. Clement Chaifyala
- 3 Mr. Pearce Charles Chibwe
- 4 Mr. Hikalima C. Kazoka
- 5 Mr. Francis Karumazondo
- 6 Mr. Moffat Mbambi
- 7 Mr. Litia Mebelo
- 8 Mr. Innocent Mulenga
- 9 Mr. Naaman Mwale
- 10 Mr. Lewis Mwambazi
- 11 Mr. Kambole Mwambazi
- 12 Mr. Oscar Nyirenda
- 13 Mr. Henry Sakala
- 14 Mr. Abednego Sibanda
- 15 Mr. Kambole Sichivula
- 16 Mr. Jeans Munene Siyumbi
- 17 Mr. Samson Zimuto
- 18 Mr. Rochester Malumbe

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- 2 Mr. Lilato Mwitha
- 3 Mr. Edgar Shimalukwe
- 4 Mr. Benson Sililo
- 5 Ms. Florence Sinkala

## June 2023 CA ZM

- 1 Mr. Francis Bauren
- 2 Mr. George Kaluba
- 3 Mr. Laban Kalumba
- 4 Ms. Zizwani Kapila
- 5 Mr. Clement Kunda
- 6 Ms. Pumulo Phanny Liamba
- 7 Mr. Lovemore Masaze
- 8 Ms. Elizabeth Mbewe
- 9 Ms. Brenda Seer Mudenda
- 10 Mr. Boyd Mukumbuta
- 11 Mr. Chrispin Mushika Mwango
- 12 Mr. Humphrey Mwape
- 13 Mr. Saul Mwenya
- 14 Mr. Amon Alakwisa Phiri
- 15 Mr. Samuel Siwale

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- 2 Mr. McGiven Haketa
- 3 Mr. Rand Kanengoni
- 4 Mr. Daniel Kanyanta
- 5 Mr. James M. Kapatamoyo
- 6 Mr. Teddy Kasuba
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- 11 Mr. Charles Mubambe
- 12 Ms. Bridget Mumba
- 13 Mr. Tonderai W. Munengami
- 14 Miss. Wendy Muyunda
- 15 Mr. Robert Mwanza
- 16 Mr. Peter Ng'andwe

- 17 Mr. David Jnr Sakala
- 18 Mr. Faustus Sibanda
- 19 Mr. Esiyasi Sichone
- 20 Ms. Belize Silomba
- 21 Mr. Moses Tembo
- 22 Mr. Paul Zimba

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- 1 Mr. Benstein Chanda
- 2 Mr. Francis Milambo
- 3 Mr. Zewelani Joseph Siwale

## June 2024 CA ZM

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- 2 Mr. Nzovwa Chambaka
- 3 Mr. Mafuta Nkonde Chandallala
- 4 Mr. Clement Chileshe
- 5 Mr. Marron Chita
- 6 Mr. John Kakumbi
- 7 Mr. Mphande Kapasula
- 8 Mr. James Kashalo
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- 10 Mr. Chilunda Linsele
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- 22 Mr. Rodgers Phiri
- 23 Mr. Daniel S. Phiri
- 24 Mr. Daniel N. Phiri
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- 27 Mr. Michael Zulu

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- 25 Mr. Alex Chilufya Kunda
- 26 Mr. Mukuka Chibowa
- 27 Mr. Henry Chimbula
- 28 Mr. Martin Chitalu

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- 1 Mr. Mwiya Mukamba
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- 3 Ms. Rhoda Banda
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- 6 Mr. Able Special Mukembe
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- 7 Ms. Chisanga Katebe
- 8 Mr. Hadwin Mutinta Luundu
- 9 Mr. Wilfred Moya Mainza
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- 16 Mr. Elias Mwanza
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- 18 Mr. Kelly Sakala
- 19 Mr. Dickson Shalwiindi
- 20 Mr. Patrick Simukoko

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- 1 Mr. John Bambala
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- 3 Ms. Christine Mawasoh Chileshe
- 4 Mr. Joe Chunga
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- 6 Ms. Joyce Haambozi
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- 16 Mr. Collins Matondo
- 17 Ms. Janet Minyoi
- 18 Mr. Kelvin Mulenga
- 19 Mr. Martin Mulenga
- 20 Mr. Nelson John Mwamba
- 21 Mr. Chrispine Mwampatisha
- 22 Miss Mudenda Nalituba
- 23 Mr. John Ndeki

- 24 Mr. Benson Ngosa
- 25 Mr. Isaac Nkhata
- 26 Ms. Precious Palata
- 27 Mr. Zalimba Phiri
- 28 Mr. Moses Phiri
- 29 Miss Zilase Catherine Phiri
- 30 Mr. Paul Jr. Phiri
- 31 Mr. Gabriel Sikanya
- 32 Mr. Situmba Simasiku
- 33 Mr. John Sipiya

## OCTOBER 2025

- 1 Mr. Mulenga Musonda
- 2 Mr. Mathews Chilufya
- 3 Mr. Royd Bowa
- 4 Mr. Steve Omondi
- 5 Ms. Margret Chima
- 6 Ms. Nalukui Simushi
- 7 Mr. Salimu Chansa
- 8 Ms. Felistus Jere
- 9 Ms. Peggy Mweemba
- 10 Mr. Patrick Manimani
- 11 Mr. Danny Mundia
- 12 Ms. Mahongu Chipamu
- 13 Mr. Chanda Musonda
- 14 Mr. Gilbert Mwanza
- 15 Mr. Jeyson Chisulo
- 16 Ms. Petronella Mbizi
- 17 Mr. Clive Chalwa
- 18 Mr. Yona Sikapundwa
- 19 Mr. Chapa Kamfwa
- 20 Mr. Simon Zulu
- 21 Ms. Sianjange Siakavuba
- 22 Mr. Bilard Simabombo
- 23 Mr. Pardon Bwale
- 24 Mr. Chamunorwa Gwekwerere
- 25 Mr. Siampondo Nsanganya
- 26 Mr. Gift Phiri
- 27 Mr. Regis Moyo
- 28 Mr. Vincent Phiri
- 29 Mr. Thomas Mwale
- 30 Mr. Felix Mbulo
- 31 Ms. Martha Kalonga
- 32 Mr. Steward Mutinta

## LIST OF MENTORS - MARCH 2026

*\*Note: Some Mentors may have moved to other organisations and ZICA may be unaware. We therefore urge Mentees to request for further information from Training coordinators or Mentors within each organisation.*

|    | NAME                               | MEMBER NO. | ORGANISATION                           | TOWN        |
|----|------------------------------------|------------|----------------------------------------|-------------|
| 1  | Sakala Misozi                      | F005696    | Zanaco Bank Plc                        | Lusaka      |
| 2  | Muzuma Steven                      | F001829    | The Judiciary Headquarters             | Lusaka      |
| 3  | Banda Chilala Milimo               | F004257    | Grant Thornton                         | Lusaka      |
| 4  | Chola Mercy                        | F007630    | Grant Thornton                         | Lusaka      |
| 5  | Banda Baison                       | F000299    | UHY Amo Certified Public Accountants   | Lusaka      |
| 6  | Mwila Nahum                        | F010049    | Speciality Emergency Services          | Lusaka      |
| 7  | Ranjan Arulanandam Antony Christus | F000158    | PKF Zambia Chartered Accountants       | Livingstone |
| 8  | Nakasamu Charles                   | F002842    | Emergent Business Solutions            | Kitwe       |
| 9  | Muyambo Francis                    | F003426    | GIZ Office Zambia                      | Lusaka      |
| 10 | Sokoni Chearyp Mkandawire          | F003010    | Industrial Development Corporation     | Lusaka      |
| 11 | Chilekwa Monje                     | F005888    | Office of the Auditor General          | Lusaka      |
| 12 | Emmanuel Tembo                     | F010482    | Office of the Auditor General          | Lusaka      |
| 13 | Mikatzo Mwanang'obe                | F002858    | Financial Intelligence Centre          | Lusaka      |
| 14 | Habanyati Pitman                   | F005148    | Office of the Auditor General          | Chinsali    |
| 15 | Silwamba Johnwell                  | F010461    | Office of the Auditor General          | Chingola    |
| 16 | Musumbu Eric                       | F000609    | ECD and Associates                     | Lusaka      |
| 17 | Kapila Aaron                       | F007168    | National Breweries Plc                 | Lusaka      |
| 18 | Mwila Ian                          | F011701    | Zambia Army                            | Lusaka      |
| 19 | Raju Muppala Narasimha             | F000100    | Goldman Insurance Limited              | Lusaka      |
| 20 | Chilufya Ivor                      | F002867    | Zambeef Products Plc                   | Lusaka      |
| 21 | Ndawa Eric Chisulo                 | F008081    | Bluewood Chartered Accountants         | Lusaka      |
| 22 | Mwewa Debora                       | F005918    | ZiCA                                   | Kitwe       |
| 23 | Nkhoma Isaac                       | F007584    | Office of the President                | Kabwe       |
| 24 | Sullivan Chapula                   | F007638    | Mulungushi University                  | Kabwe       |
| 25 | Zyuulu Petronella K.K. Chilwesa    | F006539    | Vivo Energy Zambia                     | Lusaka      |
| 26 | Muchinouta Prudence Fereday        | F009677    | Comaco Limited                         | Lusaka      |
| 27 | Mpikwa Lubona                      | F010124    | PWC Limited                            | Lusaka      |
| 28 | Munkombwe Fayson                   | F008522    | PWC Limited                            | Lusaka      |
| 29 | Mkonda Nsansa Kamwansa             | F005598    | PWC Limited                            | Lusaka      |
| 30 | Luwisi Tonderai                    | F005192    | PWC Limited                            | Lusaka      |
| 31 | Bamukunde Martin                   | F009933    | PWC Limited                            | Lusaka      |
| 32 | Poole Lyndon Lane                  | F005222    | PWC Limited                            | Lusaka      |
| 33 | Mulenga Charity K.                 | F000945    | PWC Limited                            | Lusaka      |
| 34 | Sikwanda Andrew                    | F006515    | PWC Limited                            | Lusaka      |
| 35 | Chibuye Andrew Lubuta              | F002378    | PWC Limited                            | Lusaka      |
| 36 | Ngulube Albert                     | F008616    | Zesco Limited                          | Lusaka      |
| 37 | Kang'ombe Peter Mutale             | F000301    | Equisolve Advisory Services            | Kitwe       |
| 38 | Phiri Francis                      | F003654    | Livingstone City Council               | Lusaka      |
| 39 | Thewo Tom J.K.                     | F000308    | Thewo & Co Chartered Accountants       | Lusaka      |
| 40 | Tonga Jabes                        | F004275    | Castle Lead Works                      | Kitwe       |
| 41 | Taima Frank                        | F008163    | Northern Technical College             | Ndola       |
| 42 | Mandaza Radderford                 | F001615    | AMG Global Chart. Accountants (Zambia) | Lusaka      |
| 43 | Nyambe Friday                      | F000088    | AMG Global Chart. Accountants (Zambia) | Lusaka      |

## List of Mentors - March 2026

|    | NAME                       | MEMBER NO.   | ORGANISATION                                 | TOWN     |
|----|----------------------------|--------------|----------------------------------------------|----------|
| 44 | Kabengele Brasho           | F002088      | Provincial Administration                    | Kasama   |
| 45 | Muneku Kawina              | F010650      | Evelyn Hone College of Applied Arts          | Lusaka   |
| 46 | Malangisha Brian Nyembe    | F003622      | Zambia Compulsory Standards Agency           | Lusaka   |
| 47 | Mutale Paul M.C.           | F002803      | Elia Consult                                 | Lusaka   |
| 48 | Sijamba Collette Mwansa    | F002653      | Zesco Limited                                | Lusaka   |
| 49 | Mutale Christabel Kangwa   | F002745      | Fibrecom Limited                             | Lusaka   |
| 50 | Siwingwa Linda             | F003996      | Media Institute of Southern Africa - Zambia  | Lusaka   |
| 51 | Mwale Robert               | F003663      | Tobacco Board of Zambia                      | Lusaka   |
| 52 | Kangwa Dominic             | F003057      | Examinations Council of Zambia               | Lusaka   |
| 53 | Mbewe Mabvuto Kafumu       | F005602      | BDO Zambia Limited                           | Lusaka   |
| 54 | Mwale Muloyi Tembo         | F007627      | PWC                                          | Ireland  |
| 55 | Sinyangwe Emily Kondowe    | F004791      | BDO Zambia Limited                           | Lusaka   |
| 56 | Himuyamba Bright Chintu    | F003167      | Zambia Revenue Authority                     | Lusaka   |
| 57 | Mpengula Fredrick          | F001078      | Zambia Revenue Authority                     | Lusaka   |
| 58 | Mvula Ignatius K.          | F003860      | Zambia Revenue Authority                     | Lusaka   |
| 59 | Chilebe Charles            | F002425      | Zambia Revenue Authority                     | Lusaka   |
| 60 | Chikati Naison             | F010289      | Amazon Associates                            | Lusaka   |
| 61 | Liswaniso Joseph Mwangelwa | F002427      | Abacus360                                    | Lusaka   |
| 62 | Nyirenda Chilala           | F006452      | Ministry of Health                           | Chingola |
| 63 | Haboongo Solomon           | F008178      | BDO Zambia Limited                           | Lusaka   |
| 64 | Maambo Herbert             | F003353      | HLB Zambia                                   | Lusaka   |
| 65 | Millioni Simon Peter       | F007087      | HLB Zambia                                   | Lusaka   |
| 66 | Mutambo Humphrey C.L.      | F000244      | HCL Chartered Accountants                    | Ndola    |
| 67 | Chungu Kelvin              | F006522      | Nolands Zambia                               | Lusaka   |
| 68 | Sambo Rodger               | F003574      | National Assembly of Zambia                  | Lusaka   |
| 69 | Banda Salome               | F006293      | KPMG Zambia Limited                          | Lusaka   |
| 70 | Mwanza Alfred              | F010733      | KPMG Zambia Limited                          | Lusaka   |
| 71 | Mubanga Benson             | F002500      | KPMG Zambia Limited                          | Lusaka   |
| 72 | Wambulawae Kumoyo          | F006226      | Deloitte & Touche                            | Lusaka   |
| 73 | Padenga Tapiwa             | 2456909      | Office Of The Auditor General                | Zimbabwe |
| 74 | Mawere Tinashe             | 2741080      | Grant Thornton                               | Zimbabwe |
| 75 | Kuimba Patrick             | M4228        | Chemplex Corporation Limited                 | Zimbabwe |
| 76 | Emmanuel Badza             | F009908      | Great Zimbabwe University                    | Zimbabwe |
| 77 | Masimba Mudzungayiri       | 70-055086971 | Ministry of Finance and Economic Development | Zimbabwe |
| 78 | Kasaro L.N. Dube           | F001300      | University of Zambia                         | Lusaka   |
| 79 | Kingford Kalobi            | F005092      | Lukanga Water Supply & Sanitation Company    | Kabwe    |
| 80 | Nsandi Manza               | F002486      | Ministry of Finance and National Planning    | Lusaka   |
| 81 | Rodgers Chileya Musenge    | F008612      | Autoworld Limited                            | Lusaka   |
| 82 | Ronald Chulu               | F002038      | Higher Education Authority                   | Lusaka   |
| 83 | Elisha Phiri               | F008611      | Catholic Relief Services (CRS)               | Lusaka   |
| 84 | Kabondo Lucky Muntanga     | F004580      | National Council for Construction            | Lusaka   |
| 85 | Kalangu D. Mumba           | F004088      | Ministry of Health                           | Lusaka   |
| 86 | Enos Chiyongwe             | F002157      | Smart Professional Training Centre           | Lusaka   |
| 87 | Curtis Sichiila Lungowe    | F007821      | Southern Water & Sewerage Co.                | Choma    |
| 88 | Roboam Kabila Ilunga       | F006516      | Lawrence Sikutwa&Associates                  | Lusaka   |
| 89 | Joseph Matimba             | F002263      | PBIK Corporate Consultancy Limited           | Lusaka   |
| 90 | Simon Njovu                | F005182      | National Pension Scheme Authority            | Lusaka   |
| 91 | Gift Chibamba              | A011943      | Ministry of Health                           | Lusaka   |
| 92 | Kabwe Mulenga              | F006474      | Workers' Compensation Fund Control Board     | Ndola    |

## List of Mentors - March 2026

|     | NAME                  | MEMBER NO. | ORGANISATION                             | TOWN          |
|-----|-----------------------|------------|------------------------------------------|---------------|
| 93  | Moses Silanda         | F007795    | Kawambwa Tea Company Ltd                 | Kawambwa      |
| 94  | Pasca Mudukuti        | M4302      | Takura Capital (PVT) LTD                 | Zimbabwe      |
| 95  | Osman S. Banda        | F005733    | Road Development Agency                  | Ndola         |
| 96  | Michael Kabaso Bowa   | F005318    | First National Bank Zambia Ltd           | Lusaka        |
| 97  | Mazwi Thabani         | F007868    | Industrial Development Corporation (IDC) | Lusaka        |
| 98  | Maximo Mulenga        | F000751    | Citi Bank Zambia                         | Lusaka        |
| 99  | Miriam Malilo Bukolo  | F003073    | Office of the Auditor General            | Lusaka        |
| 100 | Alex M.K Mubita       | F004888    | Zambia Bureau of Standards               | Lusaka        |
| 101 | Benard Kaminsa Jnr.   | F010644    | GBO Chartered Accountants                | Lusaka        |
| 102 | Michael Chandiwila    | F008899    | Workers' Compensation Fund Control Board | Ndola         |
| 103 | Theresa Zulu          | F004576    | Zambia Sugar                             | Mazabuka      |
| 104 | Kelvin Mushimbwa      | F000721    | Marie Stopes Zambia                      | Chilanga      |
| 105 | Ilukena Lubasi        | F006311    | Provincial Administration                | Ndola         |
| 106 | Vincent Sampa         | F003577    | Provincial Administration                | Ndola         |
| 107 | Stanley Chigali       | F001301    | New Apostolic Church                     | Lusaka        |
| 108 | Yvonne Chapuswike     | F010411    | National Milling Co.                     | Gaborone      |
| 109 | Kelvin Kaluba         | F000293    | IABC Associates                          | Lusaka        |
| 110 | Benny Mbaao           | F005515    | National Savings and Credit Bank         | Lusaka        |
| 111 | Isaac Musolo          | F002142    | Marsh Zambia Limited                     | Lusaka        |
| 112 | Richard Mukelabai     | A008598    | GFA Consulting Group                     | Lusaka        |
| 113 | Maureen Mwaba Mumba   | F003038    | Zambia Railways Limited                  | Kabwe         |
| 114 | Liversage Hanene      | F003930    | ZCAS                                     | Lusaka        |
| 115 | Enock Mwale           | F000955    | Access Financial Services Limited        | Lusaka        |
| 116 | Annetta Namakobo      | A010132    | Zambia Compulsory Standards Agency       | Lusaka        |
| 117 | Joseph Ngulube        | F001249    | Acuitas Associates                       | Lusaka        |
| 118 | Amos Mwelwa           | F006733    | Local Authorities Superannuation Fund    | Lusaka        |
| 119 | Keegan Simbaya        | A011019    | Nkana Water & Sanitation Company         | Chililabombwe |
| 120 | Arnold Machila        | F002564    | University of Zambia                     | Lusaka        |
| 121 | Donal Fulai           | F002950    | University of Zambia                     | Lusaka        |
| 122 | Sydney Musonda        | F008814    | Dangote Industries Zambia Limited        | Ndola         |
| 123 | Zawadi Mhango         | F005419    | Right to Care Zambia                     | Lusaka        |
| 124 | Richard Chomba Kafula | F008818    | National Road Fund Agency                | Lusaka        |
| 125 | Kelvin Banda          | A012790    | Harrison & Associates                    | Lusaka        |
| 126 | Richard K.A Nyirenda  | F001336    | Zambia Daily Mail Limited                | Lusaka        |
| 127 | Benedicto Mutale      | F002323    | Provincial Administration                | Kasama        |
| 128 | Kelvin Chilongu       | F007912    | ZESCO                                    | Lusaka        |
| 129 | Zakeyo Saili          | A012606    | Natural Valley Limited                   | Lusaka        |
| 130 | Daniel Chiluba Nkole  | F003390    | Cavendish University                     | Lusaka        |
| 131 | Micah Kalabwa Chola   | F003109    | National Road Fund Agency                | Lusaka        |
| 132 | Ricky Mpundu Mwela    | A011668    | Kachema Meat Supplies Limited            | Lusaka        |
| 133 | Jowitt Mudenda        | A002358    | Woodlands Conference of SDA              | Lusaka        |
| 134 | David Silwamba        | A008572    | Mwense District Council                  | Mwense        |
| 135 | Muyangwa Mukuni       | F010221    | Zambia Revenue Authority                 | Lusaka        |
| 136 | Rex Sepiso Mubu       | F000789    | National Housing Authority               | Lusaka        |
| 137 | Malama Milambo        | F006949    | Deloitte Zambia                          | Lusaka        |
| 138 | Jane Tembo            | F006482    | ZESCO                                    | Lusaka        |
| 139 | Hastings Mtine        | F000042    | MPH                                      | Lusaka        |
| 140 | Hampane Hachongo      | F000186    | MPH                                      | Lusaka        |
| 141 | Dr. Ezara Sakala      | A003320    | UN-ILO                                   | Lusaka        |

## List of Mentors - March 2026

|     | NAME                      | MEMBER NO. | ORGANISATION                                 | TOWN        |
|-----|---------------------------|------------|----------------------------------------------|-------------|
| 142 | Treasure Maimbo           | A010215    | FNB                                          | Lusaka      |
| 143 | Wabei Catherine Mutafulu  | A004738    | ACSZ                                         | Lusaka      |
| 144 | Doris Bwalya Kazembe      | A009093    | Office of the Auditor General                | Lusaka      |
| 145 | Francis Mulenga           | F004934    | AMSCO                                        | Lusaka      |
| 146 | Charles Musonda Namakando | F004641    | Office of the Auditor General                | Lusaka      |
| 147 | Kenny Chisanga Chilao     | F002929    | Thirdpoint Chartered Outsource Limited       | Lusaka      |
| 148 | Wisdom Mweemba            | F002221    | Office of the Auditor General                | Lusaka      |
| 149 | Pravin George Abraham     | F000859    | Trade Kings Zambia Limited                   | Lusaka      |
| 150 | Caroline Mulanga          | F006255    | Zambeef Products Plc                         | Lusaka      |
| 151 | Cletus Cheelo             | F003784    | Zambeef Products Plc                         | Lusaka      |
| 152 | Kafunga Chumba            | F006844    | Zambeef Products Plc                         | Lusaka      |
| 153 | Stanslous Bowa            | F006769    | Pensions & Insurance Authority               | Lusaka      |
| 154 | Kereen Chinyama           | F011399    | Office of the Auditor General                | Kabwe       |
| 155 | Emmanuel Chisanga Mubanga | F005542    | NAPSA                                        | Lusaka      |
| 156 | Choolwe Samboko           | A005102    | GIZ Office Zambia                            | Lusaka      |
| 157 | Henry Sichilima           | A005943    | District Commissioner's Office               | Samfya      |
| 158 | Seke Kabuka               | A012443    | Office of the Auditor General                | Solwezi     |
| 159 | Shadreck Chitumbo         | A013728    | Office of the Auditor General                | Lusaka      |
| 160 | Faithmary Manyangadze     | M4372      | Office of the Auditor General                | Harare      |
| 161 | Given Ian Ncube           | F002992    | RSM Zambia                                   | Lusaka      |
| 162 | Hikalima Choongo Kazoka   | A013186    | Syngenta Zambia Limited                      | Lusaka      |
| 163 | Eletina Phiri             | F005787    | ZANACO                                       | Lusaka      |
| 164 | Boas Kayumba              | F000761    | Feranti Consulting                           | Mkushi      |
| 165 | Susan Melu Nalavwe        | F004108    | Zambia Daily Mail                            | Lusaka      |
| 166 | Yobo Mumba                | F009070    | Micro Finance Zambia Limited                 | Lusaka      |
| 167 | Marion Bwalya Mumba       | A014163    | Ministry of Home Affairs                     | Lusaka      |
| 168 | Naaman Mwale              | A012905    | USAID Local Impact                           | Chinsali    |
| 169 | Bupe H. Mutale            | F004435    | Ernst & Young                                | Lusaka      |
| 170 | Wilson Chitsonga          | A005157    | British American Tobacco                     | Lusaka      |
| 171 | Martin Musonda            | F007964    | FQM                                          | Ndola       |
| 172 | Henry Sakala              | A007905    | Trust Consultants Associates                 | Lusaka      |
| 173 | Oscar Nyirenda            | A006045    | Chingola Surgery Ltd                         | Chingola    |
| 174 | Ben Kasesela              | A009512    | Oryx Energies                                | Lusaka      |
| 175 | Mathias Lubinga           | A008170    | Cactus Money Transfer                        | Ndola       |
| 176 | Martin Mulenga            | F006169    | Zambia Army                                  | Lusaka      |
| 177 | Arnold Kasalwe            | A009688    | Barloworld Equipment Zambia Limited          | Lusaka      |
| 178 | Martin Mulenga            | F006169    | Zambia Army                                  | Lusaka      |
| 179 | Felix Chilingwe           | A004942    | ZICA                                         | Lusaka      |
| 180 | Lillian Mwababa Mungulube | F005297    | Maryland Global Initiative                   | Lusaka      |
| 181 | Virginia Kapito           | F010318    | Tearfund                                     | Lusaka      |
| 182 | Clement Chaifyala         | A010605    | Office of the Auditor General                | Mansa       |
| 183 | Chama Nkandu              | A08823     | Baker Tilly Chartered Accountants            | Lusaka      |
| 184 | Charity Lombe Tembo       | F006320    | CMMB – Zambia                                | Lusaka      |
| 185 | Mabula Mwiinga Kalyanga   | F0007555   | National Prosecution Authority               | Livingstone |
| 186 | Richard Funga             | F007980    | Copperbelt University                        | Kitwe       |
| 187 | Kelly Chanda              | F009123    | First National Bank                          | Lusaka      |
| 188 | Ezra K. Chisenga          | F000856    | Misenge Environmental and Technical Services | Kitwe       |
| 189 | Ekiwe Mtonga              | F011655    | Focus General Insurance Limited              | Lusaka      |
| 190 | Chenda Chikuye            | F006149    | Society Family Health                        | Lusaka      |

## List of Mentors - March 2026

|     | NAME                          | MEMBER NO. | ORGANISATION                                         | TOWN              |
|-----|-------------------------------|------------|------------------------------------------------------|-------------------|
| 191 | Joseph K. Ntanda              | F005628    | Rural Electrification Authority                      | Lusaka            |
| 192 | Emmanuel Mwansa               | A007664    | Maamba Collieries Ltd                                | Mamba             |
| 193 | Alice Mwansa Mwewa            | F005676    | Tombwe Processing Ltd                                | Lusaka            |
| 194 | Rabecca Chongwe               | F006806    | Colas Zambia Ltd                                     | Ndola             |
| 195 | Kenny Kapasu                  | F004261    | Formerly Ridgeway Sun                                | Lusaka            |
| 196 | George Chileshe               | F000276    | Local Authorities Superannuation Fund                | Lusaka            |
| 197 | Misheck Mujajati              | A007138    | Kansai Plascon Ltd                                   | Lusaka            |
| 198 | Jones Mukuta Kaumba           | F002704    | CFAO Motors                                          | Lusaka            |
| 199 | Barack Kalaba Kalima          | F003367    | Moorestephens                                        | Lusaka            |
| 200 | Nick Mwela                    | A007950    | Orbis International                                  | Lusaka            |
| 201 | Abedinico Siluyele            | A011412    | Office of the Auditor General                        | Kabwe             |
| 202 | Musenga Simumba               | F007628    | BDO                                                  | Lusaka            |
| 203 | Twaambo Chooka                | A007536    | Zambia Electronic Clearing House                     | Lusaka            |
| 204 | Patrick Mawire                | F000711    | EY Zambia                                            | Lusaka            |
| 205 | Matongo Gwaba Syamujaye       | F001807    | Investrust Bank Plc                                  | Lusaka            |
| 206 | Clement Kunda                 | A006576    | The University of Zambia                             | Lusaka            |
| 207 | Friday Mandefu                | F009793    | Family Legacy Mission Zambia                         | Lusaka            |
| 208 | Liwakala Iliyamupu            | A009074    | Ministry of Health                                   | Mongu             |
| 209 | Khondwani Simfukwe            | F012006    | National Prosecution Authority                       | Kabwe             |
| 210 | Robert Phiri                  | A010564    | EY Zambia                                            | Lusaka            |
| 211 | Moses Tembo                   | A010780    | Oryx Energies Zambia Ltd                             | Lusaka            |
| 212 | Stervious Choolwe Muchimba    | F004616    | Zambia Development Agency                            | Lusaka            |
| 213 | Leya Mbewe                    | F000720    | WaterAid Zambia                                      | Lusaka            |
| 214 | Michael Kaoma                 | A008850    | North Western Water Supply Sanitation                | Solwezi           |
| 215 | Ezwell Ng'ambi                | A006775    | ZUCT                                                 | Ndola             |
| 216 | Francis Bauren                | A014735    | Human Rights NGO Forum                               | Harare - Zimbabwe |
| 217 | Lucy Phiri                    | F003098    | Ministry of Community Development and Social Welfare | Lusaka            |
| 218 | Oliver Mubambe                | F002700    | Zambia Sugar Plc                                     | Mazabuka          |
| 219 | Nyondwa Chimai                | F002706    | Zambia Sugar Plc                                     | Mazabuka          |
| 220 | Jonathan Mukosha              | F002678    | Zambia Sugar Plc                                     | Mazabuka          |
| 221 | Shadrick Phiri                | F002820    | ZAFFICO PLC                                          | Ndola             |
| 222 | Robert Mwanza                 | A007543    | ZAMCOM                                               | Lusaka            |
| 223 | Susan Kawanga Dilamonu        | F007535    | K-Solutions                                          | Kitwe             |
| 224 | Mukwanya Nabusanga Hamayangwe | F001390    | Zambia Reinsurance Plc                               | Lusaka            |
| 225 | Blessings Willy Kafwanka      | A014197    | Rideva Media                                         | Lusaka            |
| 226 | Sylvester Inambao Masiye      | A004166    | Lusaka Water and Sewerage                            | Lusaka            |
| 227 | Chikambi Ntokwa               | A007462    | Ministry of Finance                                  | Lusaka            |
| 228 | Chabinga M Katumbi            | F005545    | Mabiza Resources                                     | Lusaka            |
| 229 | Bridget Mumba                 | A007095    | VVOB                                                 | Lusaka            |
| 230 | Laphius Banda                 | F00126     | Living Water International                           | Lusaka            |
| 231 | Pearce Charles Chibwe         | A001756    | Local Authorities Superannuation Fund                | Lusaka            |
| 232 | David Jnr Sakala              | A013584    | BDO                                                  | Lusaka            |
| 233 | Jackson Phiri                 | F004596    | Copperbelt University                                | Kitwe             |
| 234 | Peter Bwalya Lesa             | F002452    | PBL Chartered Accountants                            | Lusaka            |
| 235 | Sydney Chikuta                | A002365    | ZSIC General Insurance                               | Lusaka            |
| 236 | Clive Mulendema               | F000876    | Zambia Revenue Authority                             | Lusaka            |

## List of Mentors - March 2026

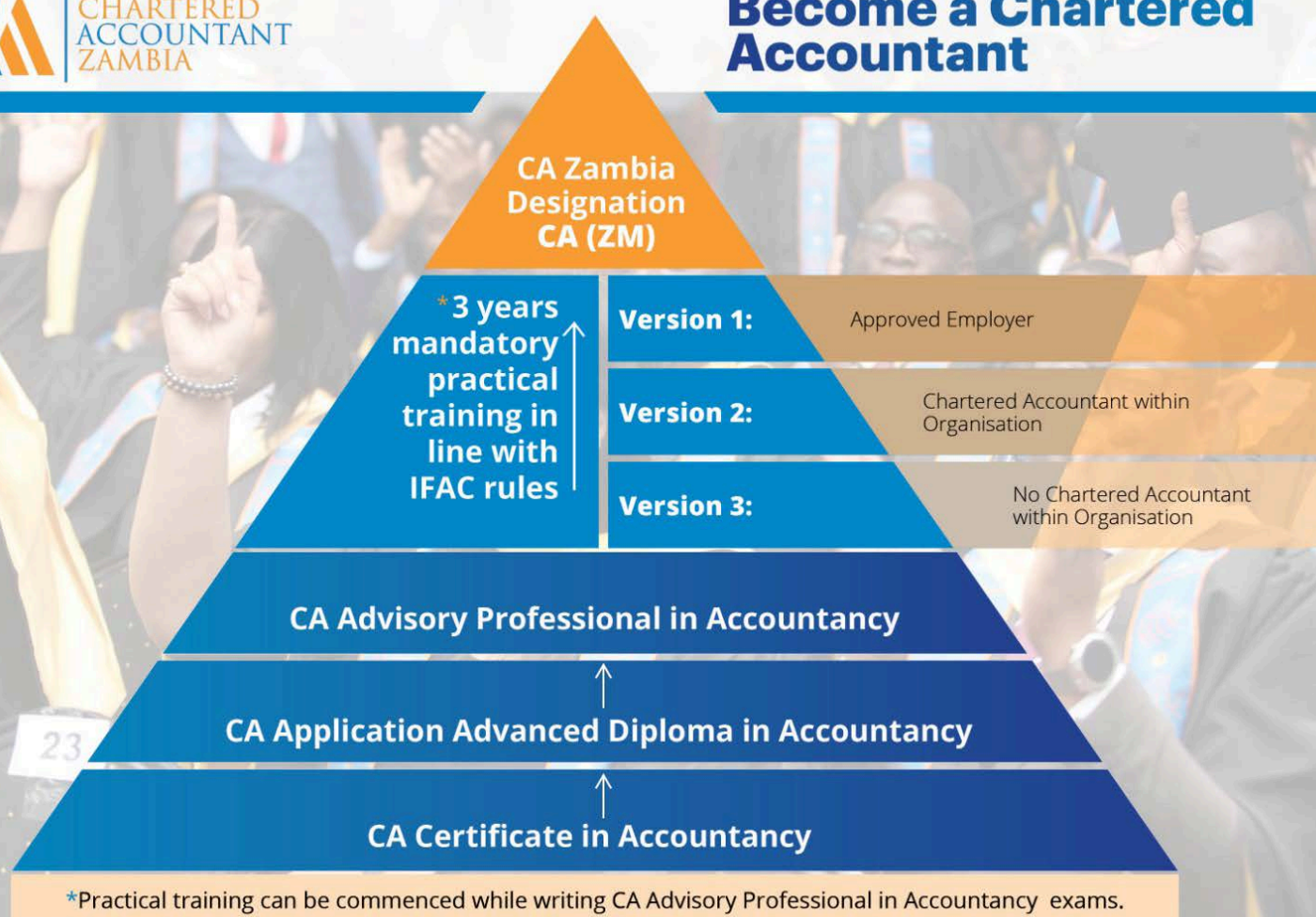
|     | NAME                       | MEMBER NO. | ORGANISATION                                       | TOWN         |
|-----|----------------------------|------------|----------------------------------------------------|--------------|
| 237 | Lubinda Namiluko           | F003488    | Zambia Revenue Authority                           | Lusaka       |
| 238 | Joshua Mutukwa             | F006523    | Zambia Revenue Authority                           | Lusaka       |
| 239 | Michael Mwila              | F008092    | Zambia Revenue Authority                           | Lusaka       |
| 240 | James Kashalo              | A012910    | Zambia Sugar Plc                                   | Mazabuka     |
| 241 | Kelvin Mwansa              | A007874    | Bata Zambia Plc                                    | Lusaka       |
| 242 | Hope Tembo                 | A013274    | Access Bank Zambia                                 | Lusaka       |
| 243 | Tabith Kaunda Mangomba     | F003591    | National Institute of Public Administration (NIPA) | Lusaka       |
| 244 | Marie Hassen               | A013726    | Pick N Pay                                         | Lusaka       |
| 245 | Chrispin Mushika Mwango    | F005996    | University of Zambia                               | Lusaka       |
| 246 | Benjamin Makumba           | F005343    | Provincial Administration – Northern Province      | Kasama       |
| 247 | Ken Kapata                 | A002464    | Zambian Mission in Saudi Arabia                    | Saudi Arabia |
| 248 | Francisca Banda            | F010538    | National Breweries PLC                             | Lusaka       |
| 249 | Precious Bhasera           | A015372    | Apostolic Faith Mission                            | Harare       |
| 250 | Idah Liyambo               | A008743    | ZESCO                                              | Lusaka       |
| 251 | Kabungo Chishimba          | F000705    | Atlas Copco                                        | Kitwe        |
| 252 | Martin Chimpampwe          | A005438    | Livingstone City Council                           | Livingstone  |
| 253 | Pamela K. Musonda          | F002804    | Infinite Business Solutions                        | Lusaka       |
| 254 | Tonderai W. Munengami      | A014991    | Pertonady Chartered Accountants                    | Zimbabwe     |
| 255 | Nkhatya Mbewe              | F004188    | Ahava Chartered Accountants                        | Lusaka       |
| 256 | Able Mukembe               | A005303    | Livingstone City Council                           | Livingstone  |
| 257 | David Moonga               | A015453    | Ministry of Finance                                | Lusaka       |
| 258 | George Chibwe              | F004886    | Ministry of Education                              | Lusaka       |
| 259 | Bugar Chilala              | F011393    | Ministry of Finance and Economic Planning          | Lusaka       |
| 260 | Lombe Sikazwe              | A007992    | PBIK Chartered Accountants                         | Lusaka       |
| 261 | Abraham Munyika            | A007160    | Mark Daniels Chartered Accountant                  | Lusaka       |
| 262 | Happy Kalengo              | F007467    | Ministry of Finance and National Planning          | Lusaka       |
| 263 | Joseph Chisha              | A010893    | British American Tobacco Zambia Plc                | Lusaka       |
| 264 | David Moonga               | A015453    | Ministry of Finance                                | Lusaka       |
| 265 | Japhet Tembo               | A011088    | Client Focus Solutions                             | Lusaka       |
| 266 | Henry Chimbula             | .A006507   | Industrial Training Centre                         | Lusaka       |
| 267 | Lewis Mwambazi             | A007034    | Zambia Police                                      | Lusaka       |
| 268 | Alex Kunda                 | A008573    | Bank of China                                      | Lusaka       |
| 269 | Tapiwa Murambinda          | A015365    | Baker Tilly Chartered Accountants                  | Lusaka       |
| 270 | Patric Simukoko            | A012346    | Chamber Water Supply and Sanitation Company        | Kasama       |
| 271 | Tresphored Kabanga         | F00895     | Integra Chartered Accountants                      | Lusaka       |
| 272 | Ndashe George Kashinga     | A008309    | Office of the Auditor General                      | Lusaka       |
| 273 | Peter Ngandwe              | A008044    | CEEC                                               | Lusaka       |
| 274 | Zizwani Kapila             | A008091    | Hail and Cotton Zambia                             | Ndola        |
| 275 | Christine M Chileshe       | A011379    | PKF                                                | Livingstone  |
| 276 | Alexander M. Muyovwe       | F00030     | Muyovwe and Co. Chartered Accountants              | Lusaka       |
| 277 | Edward Nyambe              | F0010802   | Reeds Business Solutions                           | Lusaka       |
| 278 | Hadwin Luundu Mutinta      | A008995    | Menzies Aviation                                   | Lusaka       |
| 279 | Kendell Kanene             | F005801    | PKF Zambia                                         | Livingstone  |
| 280 | Lilian Mundia Makumba      | F007809    | Spectrum Credit Limited                            | Lusaka       |
| 281 | Given Minziwe Phiri Majula | F008168    | Tiger Animal Feeds                                 | Lusaka       |
| 282 | Barry Mutapa               | A008583    | Twangale Investments Ltd                           | Lusaka       |
| 283 | Joseph Magawa              | ICAZ M5248 | EAS Chartered Accountants                          | Zimbabwe     |

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|----|---------------------------------------------------|----|-------------------------------------------------------------------|
| 1  | AMG Global Chartered Accountants, Lusaka          | 45 | RSM Zambia Chartered Accountants                                  |
| 2  | KPMG Zambia, Lusaka                               | 46 | ACTCO Accountants                                                 |
| 3  | HCL Chartered Accountants, Ndola                  | 47 | CACTUS Financial Services Ltd                                     |
| 4  | ECD and Associates, Lusaka                        | 48 | Lusaka South Multi Facility Economic Zone Ltd (LS-MFEZ)           |
| 5  | GIZ Zambia, Lusaka                                | 49 | Luapula Water & Sewerage Company                                  |
| 6  | Grant Thornton, Lusaka                            | 50 | National Remote Sensing Centre                                    |
| 7  | ABACUS360, Lusaka                                 | 51 | GAM Chartered Accountants                                         |
| 8  | Techzam Limited, Lusaka                           | 52 | Engineering Institute of Zambia                                   |
| 9  | ZAMCOM, Lusaka                                    | 53 | The Cicero Strategic Advisory Group                               |
| 10 | Thewo & Company, Lusaka                           | 54 | Amazon Associates Chartered Accountants                           |
| 11 | HLB, Lusaka                                       | 55 | The University of Zambia                                          |
| 12 | LAFARGE ZAMBIA PLC, Chilanga                      | 56 | Zambia Institute for Tourism and Hospitality Studies              |
| 13 | Zambia Compulsory Standards Agency (ZCSA), Lusaka | 57 | Evelyn Hone College                                               |
| 14 | Zambia Home Loans Limited, Lusaka                 | 58 | BlueWood Chartered Accountants                                    |
| 15 | MGK Chartered Accountants, Ndola                  | 59 | Harrison & Associates Chartered Accountants and Business Advisors |
| 16 | St Columba's Presbyterian School Church, Lusaka   | 60 | Ministry of Finance and National Planning                         |
| 17 | Client Focus Solutions, Lusaka                    | 61 | PBIK                                                              |
| 18 | PwC Zambia, Lusaka                                | 62 | Scaw Ltd                                                          |
| 19 | Emergent Business Solution, Kitwe                 | 63 | RCC Chartered Accountants                                         |
| 20 | HAI Telecommunications, Lusaka                    | 64 | Cavendish University                                              |
| 21 | PKF Zambia, Lusaka, Ndola & Livingstone           | 65 | Woodlands Conference of Seventh Day Adventist                     |
| 22 | Hitachi Construction Machinery Zambia Ltd, Lusaka | 66 | Mukuba Pension Trust Registered Trustees                          |
| 23 | World Bank Group, Lusaka                          | 67 | Tazama Pipelines Limited                                          |
| 24 | Castle Lead Works (Z) Ltd, Kitwe                  | 68 | GBO Chartered Accountants                                         |
| 25 | COMACO, Lusaka                                    | 69 | MPH Chartered Accountants                                         |
| 26 | Leasing Finance Company, Ndola                    | 70 | New Apostolic Church Zambia                                       |
| 27 | Deloitte & Touché, Lusaka and Kitwe               | 71 | Victor & Morgan Associates                                        |
| 28 | D & G Management Consultants, Lusaka              | 72 | Zambeef products PLC                                              |
| 29 | Judiciary, Lusaka                                 | 73 | National Pensions Scheme Authority                                |
| 30 | Zambia Revenue Authority, Lusaka                  | 74 | Zambia National Commercial Bank                                   |
| 31 | BDO Zambia, Lusaka                                | 75 | Office of the Auditor General                                     |
| 32 | Mpongwe Milling Company Ltd, Kitwe                | 76 | Food Reserve Agency                                               |
| 33 | ZESCO Limited, Lusaka                             | 77 | BUKS Haulage Limited – BHL Group                                  |
| 34 | Mopani Copper Mines                               | 78 | Trust Consultants Associates                                      |
| 35 | Copperbelt Provincial Administration, Ndola       | 79 | Feranti Consulting Chartered Accountants                          |
| 36 | Quantum Foods                                     | 80 | Lechwe Trust School                                               |
| 37 | ZICA Hq                                           | 81 | Baker Tilly Chartered Accountant (Zambia)                         |
| 38 | Zambia ICT College                                | 82 | Topfin Corporate Solutions                                        |
| 39 | Zambia Development Agency                         | 83 | Harvest University                                                |
| 40 | Stanbic Bank                                      | 84 | Kabwe & Company Ltd                                               |
| 41 | CBL Agri Zambia Limited                           | 85 | Zambia Electronic Clearance House                                 |
| 42 | Ministry of Finance – Internal Audit Division     | 86 | EY Zambia                                                         |
| 43 | Mark Daniels Chartered Accountants                |    |                                                                   |
| 44 | Ministry of National Development Planning         |    |                                                                   |

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|----------------------------------------------------------|-----------------------------------------------------------------------------|
| 87 DAPP Zambia                                           | 102 Kafubu Water and Sewerage Company                                       |
| 88 YSM Chartered Accountants                             | 103 Ahava Chartered Accountants                                             |
| 89 ZAMBOU Financial Services                             | 104 United Methodist Church – Kafakumba                                     |
| 90 AcmeGuide Chartered Accountants                       | 105 North Western Water and Sanitation Co.                                  |
| 91 Examinations Council of Zambia                        | 106 Luanshya Municipal Council                                              |
| 92 Invetus International Chartered Certified Accountants | 107 Reeds Advisory Services                                                 |
| 93 Kawambwa Tea Industries Limited                       | 108 Integra Chartered Accountants                                           |
| 94 Zambia Sugar Plc                                      | 109 Chambeshi Water Supply and Sanitation Company                           |
| 95 Pertonady Chartered Accountants                       | 110 Mt. Meru Petroleum Ltd                                                  |
| 96 Konkola Copper Mines (KCM)                            | 111 Agriculture and Commercial Cooperative Society of Zambia Limited (ACSZ) |
| 97 KATI Accounting Professionals                         | 112 Nolands Zambia Ltd                                                      |
| 98 Pick and Pay                                          | 113 EDCHE Consulting Services Ltd                                           |
| 99 Minja and Company                                     | 114 First Quantum Minerals Limited (FQM)                                    |
| 100 Mary Begg Memorial Clinic                            | 115 Bookworld                                                               |
| 101 Ernest Chartered Accountants                         |                                                                             |



## Become a Chartered Accountant



ZICA is a member of:



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Public Accountants and Auditors of Africa

### CONTACT DETAILS:

#### Lusaka Office

Email: [education@zica.co.zm](mailto:education@zica.co.zm)

Exams: [examination@zica.co.zm](mailto:examination@zica.co.zm)

CONTACT CENTRE: 1982

#### Kitwe Office

Email: [kitwe@zica.co.zm](mailto:kitwe@zica.co.zm)

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# Chartered Stars

## Gift Mulenga



Gift Mulenga is a dedicated CA Zambia designate whose professional journey reflects resilience, determination, and a strong commitment to excellence. With Six years in external audit, she has built solid technical expertise and a deep understanding of financial reporting, risk assessment, and regulatory compliance.

Her work in external audit exposed her to diverse industries, sharpening her analytical skills and strengthening her commitment to integrity and accuracy in financial work making her a versatile professional who approaches financial matters with both technical depth and practical insight.

Earning the CA Zambia designation is a significant milestone for Gift—symbolizing her discipline, professional growth, and dedication to high ethical standards. She views this achievement not only as a validation of her hard work but also as a responsibility to contribute positively to the profession and the wider business community.

Gift is passionate about inspiring young aspiring accountants, especially women, by demonstrating that consistency, confidence, and perseverance can break barriers and open meaningful opportunities. She aims to continue expanding her expertise in financial management and strategic planning, with aspirations to take on leadership roles that strengthen governance and support sustainable organizational growth.

Gift Mulenga's journey is one of steady progress, professional integrity, and a desire to uplift others—qualities that embody the spirit of a true Chartered Star.



The International Financial Reporting Standards (IFRS) framework continues to evolve in response to the growing complexity of global business environments. The introduction of IFRS 18 Presentation and Disclosure in Financial Statements represents a significant evolution in financial reporting, replacing IAS 1 Presentation of Financial Statements. This article highlights key new and revised standards, examinable in 2027.

## 1. Introduction

Financial reporting has long faced criticism for lack of comparability and excessive management discretion in performance reporting. In response, the International Accounting Standards Board (IASB) issued IFRS 18, effective for annual periods beginning on or after 1 January 2027, with earlier application permitted (IASB, 2024). IFRS 18 aims to improve the structure and clarity of financial statements, particularly the statement of profit or loss, and to standardize the presentation of alternative performance measures.

## 2. Overview of IFRS 18 Presentation and Disclosure in Financial Statements

### 2.1 Objective and Scope

IFRS 18 establishes requirements for the presentation and disclosure of financial information to enhance users' understanding of financial performance and position. It replaces IAS 1 but retains many of its foundational principles.

### 2.2 Structure of the Statement of Profit or Loss

A central innovation is the mandated categorization of income and expenses into defined sections; Operating category, Investing category, Financing category, Income taxes and, Discontinued operations.

### 2.3 Management-Defined Performance Measures (MPMs)

IFRS 18 introduces explicit requirements for MPMs, non-GAAP measures used by management in public communications.

### 2.4 Aggregation and Disaggregation Principles

The standard provides enhanced guidance on how entities should group or separate items in financial statements, aiming to reduce excessive aggregation that obscures useful information.

| AREA                       | IAS 1                  | IFRS 18                                    |
|----------------------------|------------------------|--------------------------------------------|
| Income statement structure | Flexible               | Standardized categories                    |
| Subtotals                  | Limited guidance       | Defined subtotals (e.g., operating profit) |
| Non-GAAP measures          | Not formally regulated | MPM disclosure requirements                |
| Disaggregation             | General principles     | Detailed guidance                          |

## 3.1 IFRS 19 Subsidiaries without Public Accountability: Disclosures

IFRS 19 allows eligible subsidiaries to apply IFRS recognition and measurement requirements with reduced disclosures.

### Key features:

- Simplified disclosure requirements
- Alignment with IFRS for SMEs in certain areas
- Cost-benefit balance for preparers

## 4. Major Amendments to Existing Standards

The issuance of IFRS 18 introduces a new framework for presenting financial performance and replaces IAS 1. In doing so, it triggers consequential amendments to several other IFRS standards to ensure consistency across financial reporting.

### 4.1 IAS 1 (Replaced)

### 4.2 IAS 7

IFRS 18 also made the following minor amendments to IAS 7:

- all entities will be required to use the operating profit subtotal as the starting point for the indirect method of reporting cash flows from operating activities.
- the presentation alternatives for cash flows related to interest and dividends paid and received are removed.

### Key Amendments

- Alignment of cash flow classification with IFRS 18 categories
- Improved consistency between Statement of profit or loss and Statement of cash flows

### Example

- Interest and dividends classification becomes more consistent with operating/investing/financing categories

### 4.3 IAS 8 (Amended) Basis of Preparation of Financial Statements

In April 2024 the Board issued IFRS 18 Presentation and Disclosure in Financial Statements which replaced IAS 1 Presentation of Financial Statements. In replacing IAS 1 the Board carried over some requirements in IAS 1 to IAS 8. The requirements that the Board decided to move are the concepts of fair presentation and compliance with IFRS Accounting Standards, whether an entity is a going concern, the accrual basis of accounting and disclosure of an entity's selection and application of accounting policies. Consequently, the Board decided to change the title of IAS 8 to *Basis of Preparation of Financial Statements* to better reflect the amended content of IAS 8.

Objective:

To prescribe the criteria for:

- Selecting and applying accounting policies
- Accounting for changes in accounting policies
- Accounting for changes in accounting estimates
- Correcting prior period errors.

Key Differences: Amended IAS 8 vs Previous IAS 8

| AREA                                  | PREVIOUS IAS 8                               | AMENDED IAS 8                                                  |
|---------------------------------------|----------------------------------------------|----------------------------------------------------------------|
| Definition of Accounting Estimates    | Defined as adjustments of carrying amounts   | Defined as monetary amounts subject to measurement uncertainty |
| Distinction Between Policy & Estimate | Often unclear in practice                    | Clear distinction introduced                                   |
| Measurement Techniques                | Not clearly separated                        | Clarified: technique = policy; inputs = estimate               |
| Practical Impact                      | Frequent confusion and diversity in practice | Reduces misclassification errors                               |

## 4.4 IFRS 7

### Key Amendments

- Aligns disclosure requirements with new presentation categories
- Improves clarity of financial income and expenses, also risk disclosures

## 4.5 IFRS 9

### Impact (Indirect)

- No major recognition/measurement changes
- However, presentation of finance income/expense must align with IFRS 18 categories

## 4.6 IFRS 12

### Key Amendments

- Ensures disclosures about subsidiaries, associates, and joint ventures align with IFRS 18 categories

### Example

- Share of profit of associates typically presented in investing category

## 4.7 IFRS 10

### Impact

- No major structural changes
- Adjustments ensure, Consolidated results are presented using IFRS 18 categories

## 5. Summary Table (Exam Revision)

| STANDARD | NATURE OF CHANGE | KEY STUDENT FOCUS                   |
|----------|------------------|-------------------------------------|
| IAS 1    | Replaced         | New income statement format         |
| IAS 7    | Amended          | Cash flow classification            |
| IAS 8    | Amended          | Changes in presentation             |
| IFRS 7   | Amended          | Disclosure alignment                |
| IFRS 9   | Indirect         | Finance income/expense presentation |
| IFRS 12  | Amended          | Group disclosures                   |
| IFRS 10  | Indirect         | Consolidated presentation           |

## 6. Implications for Different Levels of Study

### 6.1 Financial Accounting (Introductory Level)

Students should focus on:

- Basic structure of financial statements
- Recognition and measurement principles
- Simple applications of updated standards

## 6.2 Financial Reporting (Intermediate Level)

Key competencies include:

- Preparation of full financial statements under updated IFRS
- Application of amendments
- Interpretation of financial data

## 6.3 Advanced Financial Reporting

At this level, emphasis is on:

- Complex group structures (IFRS 10, IFRS 3, IFRS 19)
- Judgement and estimates
- Ethical and professional considerations
- Critical evaluation of standards

## 7. Conclusion

Recent developments in IFRS, particularly the introduction of IFRS 18 and IFRS 19, along with amendments to key standards, significantly reshape financial reporting. For students, these changes emphasize the importance of conceptual understanding, professional judgement, and analytical skills. As financial reporting continues to evolve, students must adopt a proactive approach to learning to remain relevant in the global accounting profession.

## References

- *International Accounting Standards Board (IASB) (2024) IFRS 18 Presentation and Disclosure in Financial Statements. London: IFRS Foundation.*
- *International Accounting Standards Board (IASB) (2024) IFRS 19 Subsidiaries without Public Accountability: Disclosures. London: IFRS Foundation.*
- *International Accounting Standards Board (IASB) (2023) Amendments to IAS 1, IAS 7, IAS 12, IFRS 9 and IFRS 16. London: IFRS Foundation.*
- *KPMG (2024) First Impressions: IFRS 18 and IFRS 19. Available at: <https://kpmg.com> (Accessed: 21 March 2026).*
- *PwC (2024) IFRS developments and updates. Available at: <https://pwc.com> (Accessed: 21 March 2026).*
- *Deloitte (2024) IFRS in Focus: Recent amendments to IFRS Standards. Available at: <https://deloitte.com> (Accessed: 21 March 2026).*
- *International Accounting Standards Board (IASB) (2024) Amendments to IAS 7 and IAS 8 accompanying IFRS 18. London: IFRS Foundation.*

Watch out for subsequent technical article where worked examples and exam-style question will be illustrated.

By Mr. Boniface Musonda

Lecturer at Zambia University College of Technology (ZUT)

# Frequently Asked Questions (FAQs) on Education and Examinations



## EXAMINATION ENTRY

### 1. Question: How many exam sessions are there in a year?

**Answer:** There are four (4) exam sessions annually. The exams take place over a period of five (5) days in March, June, September and December for CA Zambia and Diploma in Accountancy and two (2) sessions for the Diploma in Taxation and PSFM (June and December). The examination timetable is always posted on the ZICA website for each programme for every exam sitting.

### 2. Question: What are the exam entry deadlines for each exam sessions?

**Answer:** The following are the deadlines for the four (4) exam sessions:

| NO. | ACTIVITY                                                                     | DATE                     |
|-----|------------------------------------------------------------------------------|--------------------------|
| 1   | Due date for registration of new students sitting for March examinations     | 31 <sup>st</sup> January |
| 2   | Due date for payment of examination fees for March examinations              | 2 <sup>nd</sup> February |
| 3   | Due date for registration of new students sitting for June examinations      | 30 <sup>th</sup> April   |
| 4   | Due date for payment of June examinations                                    | 10 <sup>th</sup> May     |
| 5   | Due date for registration of new students sitting for September examinations | 31 <sup>st</sup> July    |
| 6   | Due date for payment of examination fees for September                       | 9 <sup>th</sup> August   |
| 7   | Due date for registration of new students sitting for December examinations  | 31 <sup>st</sup> October |
| 8   | Due date for payment of examination fees for December                        | 31 <sup>st</sup> October |

The details for the early, normal and late exam payment deadlines are always posted on the website, always visit our site on <https://www.zica.co.zm/student-fees/>

### 3. Question: How much are the examination fees? Where can I find the schedule of fees?

**Answer:** Student examination fees schedules are accessible on the link <https://www.zica.co.zm/student-fees/>. The examination fees are revised annually.

### 4. Question: Who is eligible to register for ZICA examinations?

**Answer:** All students who are fully subscribed with the institute are eligible to register for exams at each exam session. Exam registration is unavailable to all students that have outstanding balances. You are urged to write an email to [examinations@zica.co.zm](mailto:examinations@zica.co.zm) in the event that you do not owe the institute and registration is unavailable.

### 5. Question: How can I register for examinations?

**Answer:** Registration for ZICA examinations is done online through student online accounts.

The steps to be followed when registering are as indicated below:

- Navigate to [portal.zica.co.zm](https://portal.zica.co.zm) and sign in to your registered account.
- Login to your account (if you have forgotten your username or password, click on the reset link).
- If you do not have credentials, send an email to [education@zica.co.zm](mailto:education@zica.co.zm).
- Click on Examinations then Register
- Click to select examination center of your choice
- Select the subjects you wish to be entered for
- Select study mode
- Click on Submit button
- Proceed to Pay. You will be taken to options which are Pay.

### Option 1

- x. If you select Mobile Money to pay enter the mobile number to be used, then enter pin at the prompt.
- xi. Click Pay button to complete transaction. If the payment goes through, you will receive an order confirmation and a receipt via email.

### Option 2

- xii. If you select VISA to pay:
  - Card No: xxxxxxxx (this is the 16 digit number on your Visa or Master card. The 16 digits must be entered without spaces).
  - Expiry date: xxxx (This is found on the front of card).
  - Security code: 3 digits at the back of the card.
- xiii. Click Next button to review your transaction.
- xiv. Click Pay button to complete transaction. If the payment goes through, you will receive an order confirmation and a receipt via email.

### Option 3

- xv. If you select Bank Deposit, enter Reference Number, Payment Date, Payment Provider.
- xvi. Upload the Deposit Slip.
- xvii. Submit Payment.

#### 6. Question: Can I register for examinations at the same exam period in different Programmes offered by ZICA?

Answer: ZICA does not provide for studying of multiple programmes at the same time; currently a student can only register for one programme at a time until it is completed. Only then can one move onto the next programme.

#### 7. Question: Can I sit for my exams at any of the centres of my choice?

Answer: Students are required to sit for examinations at any of our ZICA accredited examinations centres. For further details on the centres and centre codes, you can visit the ZICA website on [www.zica.co.zm](http://www.zica.co.zm). No student is required to make payments to the ZICA accredited examination centre for them to write the exams. Only exam fees to ZICA are required.

#### 8. Question: How many papers can I sit for at each exam session?

Answer: Candidates are recommended to take a maximum of three (3) subjects per examination sitting. The rules and regulations on how many papers you are required to sit for at each exam sitting have been stipulated in the student handbook for each of the programmes under the progression rules. This could be downloaded from the ZICA website [www.zica.co.zm](http://www.zica.co.zm).

#### 9. Question: Can I change my exam entry once I have already registered?

Answer: It is possible to make changes to the existing exam entries when the registration period is still open. This includes withdrawing an entry, changing the exam centre and subjects.

#### 10. Question: Can I apply for deferment of exams once the exam registration and payment period is closed?

Answer: Students can defer their examination after the registration and payment period is closed if the reason(s) for deferment falls within those permitted by ZICA.

#### 11. Question: Under what condition can I defer an exam?

Answer: Students can defer any examination under the following four (4) reasons within the exam period;

- (a) Illness: applications for deferment are only authorised where illness is supported by a certificate issued by a registered medical practitioner. Such deferments shall attract a charge of 50% of the applicable examination fee per subject for the following examination session.
- (b) Nursing an ill immediate family member: applications are only authorised if the person who is ill is a spouse, child, biological parent or legal guardian of the candidate. The application must be supported by a certificate of illness issued by a registered medical practitioner. A charge of 50% of the applicable examination fee per subject for the following examination session shall be levied on such deferments.
- (c) Loss of an immediate family member – applications are only authorised if the person who died is a spouse, child, biological parent or legal guardian of the candidate. The application must be supported by the death certificate and burial permit for the immediate family member who has died. Such deferments shall NOT attract any charge.

- (d) Legal grounds – applications for deferment are allowed for persons who are required to attend court sessions or to give evidence in courts of law at the same time as they are expected to sit examination. Such deferments shall attract charge of 50% of the applicable examination fee per subject for the following examination session.

All the above are only permissible if they occur during the examination period.

- 12. Question: Apart from the four (4) conditions for deferment mentioned in 11 above, what happens if I enter for examinations and I am not available to write the exams?**

Answer: If you cannot sit for an examination you registered, you are marked absent and any amount that was paid towards that specific sitting is forfeited.

- 13. Question: How do I access the examination related materials?**

Answer: Past examination papers and Chief Examiner Reports are accessible through the ZICA website using the link below: <https://www.zica.co.zm/prepare-for-your-exams/>.

Examinations Answering Techniques recordings are also available on the links below:

<https://vimeo.com/user107295012>

[https://www.youtube.com/playlist?list=PLYMiBsKCzXrH\\_5sYZgWQTIR2gsZ-WsM3H](https://www.youtube.com/playlist?list=PLYMiBsKCzXrH_5sYZgWQTIR2gsZ-WsM3H)

### SITTING AN EXAMINATION

- 14. Question: What documentation am I supposed to carry when going to write an examination?**

Answer: Candidates are admitted into the examination room on the basis of an examination docket bearing their passport size photo and either their student ID card, NRC, valid drivers' license, or valid passport. Examination dockets are always made available to students a month before the exams. They can be downloaded from the student's online account.

- 15. Question: What time must I report at the examination centre?**

Answer: Admission into the examination room begins at least 30 minutes before start of the exam (09:00hours for the morning and 14:00hours for the afternoon session). Candidates are urged to be at the centre earlier than the admission time. Candidates that arrive at the centre 30 minutes after the start of the examination shall be sent away by the Invigilators and marked absent.

- 16. Question: Are there any rules in relation to the conduct during the exam sitting?**

Answer: All the examination rules are clearly outlined on the examination docket.

- 17. Question: What constitutes malpractice under ZICA examination rules?**

Answer: ZICA has a zero-tolerance policy towards examination malpractice. Prospective examination candidates are advised to read the malpractice guidelines indicated in the handbook accessible through the link below: <https://www.zica.co.zm/rules-regulations/>

- 18. Question: What happens if I do not provide an ID on the actual day of an exam.**

Answer: Every student is required to produce an official ID, such as passport, driving licence or national ID card. Students shall only be allowed in an exam fee with the ID card.

- 19. Question: Is a student allowed to change the exam centre on the actual day of an exam?**

Answer: No student is allowed to change their examination centre on the examination day. All students that attempt to write examinations from a wrong centre shall be turned away by the Invigilator. A student that fails to make it to the correct centre shall be marked as absent and forfeit the paid examination fees.

- 20. Question: If something happens at the exam centre that affects my performance, am I allowed to complain?**

Answer: Candidates are allowed to submit their complaints to the Institute during the exam in order to ensure that everything is normalised.

- 21. Question: If I wrote a wrong paper during the exams on the prerequisite subjects what could happen?**

Answer: Any candidate that writes and submits an answer script for a wrong paper shall be marked absent and their script shall not be marked. Always ensure that the correct paper to be written is as indicated on the docket provided.

- 22. Question: If I finish early am I allowed to leave the exam room?**

Answer: Candidates are allowed to leave the examination room provided they do so between the elapsing of the first 60 minutes and before the last 30 minutes of the examination session.

### RELEASE OF EXAM RESULTS

**23. Question: How do I access the statement of results online? Are the statements authenticated by ZICA?**

Answer: To access a statement of results, a student has to log into their online account

(<https://portal.zica.co.zm>), then click on Open Student. After the student window opens, click on Get Statement to download the electronic copy of results.

**24. Question: What should I do if my results are not appearing after official release by ZICA?**

Answer: Students that may not be able to see their results are advised to check whether they have any outstanding balances owing to ZICA. If a student is paid up, then a query must be submitted through the email address [examinations@zica.co.zm](mailto:examinations@zica.co.zm).

**25. Question: What should I do if I am not satisfied with my results?**

Answer: ZICA offers students an opportunity to request for a remark or verification of their scripts. A charge is applicable to all those that request the script remark or verification exercise. The application and payment must be done within one (1) month after the release of examination results. For more details, refer to the handbook accessible through the link below:

<https://www.zica.co.zm/rules-regulations/>

**26. Question: Is there any certificate of achievement given to deserving students?**

Answer: A certificate of achievement is given to the overall best performing students in each of the subjects and per programme. The institute contacts deserving students to receive this award.

### POST GRADUATE DIPLOMA IN TAXATION (PGDT) AND DISCONTINUED PUBLIC SECTOR FINANCIAL MANAGEMENT (PSFM)

**27. Question: When will the last examination sitting for the Diploma in Taxation and Public Sector Financial Management be held.**

Answer: The last examination sitting will be in December 2026.

**28. Question: When will the first exam sitting for the new Post Graduate Diploma in Taxation be held.**

Answer: The first examination for the Post Graduate Diploma in Taxation was held in December 2025.

**29. Question: What are the entry requirements for the Post Graduate Diploma in Taxation?**

Answer:

- Non-school leavers who hold the CA Application Advanced Diploma in Accountancy or a recognised Degree in Accountancy or other recognised level ZQF7 accounting qualifications and possess five (5) O level credits or better including Mathematics and English.
- Non-school leavers holding a recognized non-accounting business related degree or other recognized non-accounting business related qualification rated at level ZQF7 and possess five (5) O level credits or better including Mathematics and English

**30. Question: At what level is the Post Graduate Diploma in Taxation placed on the Zambia Qualifications Framework?**

Answer: The PGDT is placed at ZQF Level 8 on the Zambia Qualifications Framework.

**31. Question: How many subjects are in the Post Graduate Diploma in Taxation?**

Answer: The PGDT has 8 subjects as below:

1. PGDT 1: Financial Accounting and Reporting
2. PGDT 2: Law of Taxation
3. PGDT 3: Direct Taxes
4. PGDT 4: Indirect and Trade Taxes
5. PGDT 5: International Taxation
6. PGDT 6: Transfer Pricing
7. PGDT 7: Tax Audit and Investigations
8. PGDT 8: Tax Management and Planning

### 32. Question: Are there exemptions for this programme?

Answer: Yes, exemptions are available as follows:

| NO. | ACTIVITY                                                                                                                                                             | DATE                                                                                                   |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 1   | Holder of CA Zambia, ZICA Professional, ACCA, CIMA, and other recognized professional accounting qualifications (with Zambia Tax)                                    | PGDT 1: Financial Accounting and Reporting<br>PGDT 3: Direct Taxes<br>PGDT 4: Indirect and Trade Taxes |
| 2   | Holder of CA Application Advanced Diploma in Accountancy, ZICA Licentiate, recognised Degree in Accountancy or other recognised level ZQF7 accounting qualifications | PGDT 1: Financial Accounting and Reporting<br>PGDT 3: Direct Taxes<br>PGDT4: Indirect and Trade Taxes  |
| 3   | Holder of the Advanced Diploma in International Taxation (ADIT)                                                                                                      | PGDT5: International Taxation<br>PGDT 6: Transfer Pricing                                              |
| 4   | Holders of the Bachelor of Laws.                                                                                                                                     | PGDT 2: Law of Taxation                                                                                |
| 5   | Holders of the Bachelor of Economics, other recognized non –accounting related degrees and ZQF level 7 qualifications                                                | No exemption                                                                                           |
| 6   | Holders of Certificate in Taxation (ZICA)                                                                                                                            | PGDT1, PGDT3 and PGDT 4                                                                                |
| 7   | Holders of Diploma in Taxation (ZICA)                                                                                                                                | PGDT1, PGDT3, PGDT4, PGDT5 and PGDT7                                                                   |

### 33. Question: What conversions will someone who has done the Diploma in Taxation subjects have?

Answer: The conversions are as follows:

| PAPER IN CERTIFICATE/ DIPLOMA IN TAXATION | PAPER IN PGDT IN WHICH CONVERSION PASS SHOULD BE AWARDED |
|-------------------------------------------|----------------------------------------------------------|
| C1 Business Management                    | No equivalent paper in PGDT                              |
| C2 Economics and Financial Mathematics    | No equivalent paper in PGDT                              |
| C3 Accountancy for Tax Practitioners      | PGDT 1: Financial Accounting and Reporting               |
| C4 Direct Taxes                           | PGDT 3 Direct Taxes                                      |
| C5 Indirect Taxes                         | PGDT 4 Indirect and Trade Taxes                          |
| C6 Law for Tax Practitioners              | No equivalent paper in PGDT                              |
| D1 Business Information Management        | No equivalent paper in PGDT                              |
| D2 Financial Management                   | No equivalent paper in PGDT                              |
| D3 Business Taxation                      | PGDT 3 Direct Taxes                                      |
| D4 Personal Taxation                      | PGDT 3 Direct Taxes                                      |
| D5 International Taxation                 | PGDT 5 International Taxation                            |
| D6 Tax Audit and Investigation            | PGDT 7 Tax Audit & Investigation                         |

### 34. Question: What are the progression rules?

Answer:

- (1) A candidate who has not yet passed Financial Reporting, shall not be allowed to attempt Direct Taxes, Indirect and Trade Taxes, International Taxation, Transfer pricing, Tax Audit and Investigations and Tax Planning and Management.
- (2) A candidate who has not yet passed Law of Taxation, Direct Taxes and Indirect and Trade Taxes shall not be allowed to attempt International Taxation, Transfer pricing, Tax Audit and Investigations and Tax Planning and Management
- (3) A candidate who has not passed Law of Taxation, Direct Taxes, Indirect and Trade Taxes, International Taxation, and Transfer Pricing shall not be allowed to attempt Tax Audit and Investigations and Tax Planning and Management

### 35. Question: How many times will PGDT examinations be conducted in a year?

Answer: PGDT examinations will be conducted twice in a year during the June and December Examination sessions.

## FREQUENTLY ASKED QUESTIONS ON REVISED CHARTERED ACCOUNTANT ZAMBIA CURRICULUM

### 36. Question: Is it true that ZICA has reviewed the CA Zambia Qualification?

Answer: Yes, the Zambia Institute of Chartered Accountants (ZICA) has completed a comprehensive review of the CA Zambia qualification, aligning it with the International Education Standards (IES) issued by the International Federation of Accountants (IFAC). This revision ensures that the CA Zambia qualification remains current, relevant, and globally competitive equipping candidates with the knowledge, skills, and professional values expected of today's Chartered Accountants.

### 37. Question: Will the qualification levels and structure change?

Answer: While the three-tiered structure comprising of the CA Certificate in Accountancy, CA Application Advanced Diploma in Accountancy, and CA Advisory Professional in Accountancy remains intact, the revised qualification introduces some key elements. These include notably; the removal of the separate routes at the CA Advisory level and streamlining the qualification pathway with the addition of Cost Accounting, Business Environment and Principles of Taxation at CA Certificate level and also the Introduction of Applied Taxation at CA Application level. This is outlined as follows:

#### CA CERTIFICATE IN ACCOUNTANCY

- CA1.1 Financial Accounting
- CA1.2 Cost Accounting
- CA1.3 Business Environment
- CA1.4 Commercial and Corporate Law
- CA1.5 Business Management and Information Systems
- CA1.6 Principles of Taxation

#### CA APPLICATION ADVANCED DIPLOMA IN ACCOUNTANCY

- CA2.1 Financial Reporting
- CA2.2 Management Accounting
- CA2.3 Audit and Assurance
- CA2.4 Business Strategy
- CA2.5 Financial Management
- CA2.6 Applied Taxation

#### CA ADVISORY PROFESSIONAL IN ACCOUNTANCY

- CA3.1 Advanced Financial Reporting
- CA3.2 Advanced Audit and Assurance
- CA3.3 Advanced Financial Management
- CA3.4 Advanced Business Strategy

#### EVIDENCED WORK EXPERIENCE

### 38. Question: When will the first examination for the CA Zambia revised curriculum be held?

Answer: The first examination session under the revised curriculum will be held in December 2026. All examinations from that session onward will follow the new structure.

### 39. Question: What happens to my progress under the current curriculum? How will I know which new modules I need to complete?

Answer: Your progress is still valid. Completed modules and levels will be mapped to the new curriculum. A detailed transitional framework will guide how your completed courses will align with the revised structure. ZICA will provide a transition guide outlining how each current module corresponds to the revised curriculum.

### 40. Question: Which paper will the ZICA Professional write to attain the exit qualification since CA3.7 is not in the revised curriculum?

Answer: ZICA Professional members/students will be required to sit and pass Paper CA3.4 Advanced Business Strategy to attain the CA Zambia qualification.

### 41. Question: Will I lose any exemptions or credits I've already been awarded?

Answer: No. All exemptions and credits earned under the current curriculum will be carried over into the revised structure, where applicable.

### 42. Question: What type of certificates will be awarded to students who have complete the examinations component of CA Zambia?

Answer: The names for the exit certifications remain the same as follows;

- a) CA Certificate in Accountancy (ZQF Level 4),
- b) CA Application Advanced Diploma in Accountancy (ZQF Level 7); and
- c) CA Advisory Professional in Accountancy (ZQF Level 9).

### 43. Question: What happens if I don't complete my current level before December 2026?

Answer: If you won't complete your current level by the time the new curriculum starts, you will be transitioned to the equivalent module(s) in the new structure.

**44. Question: Will Practical Training be affected by the curriculum change?**

Answer: No, the three-year Practical Training requirement remains unchanged with a few changes outlined below. In line with IFAC's International Education Standard (IES) 5, aspiring professional accountants are still expected to demonstrate their professional competence through relevant and supervised work experience.

**43.1** While the curriculum content and structure may evolve, the core expectations for Practical Training duration, supervision, and competency development remain intact. Trainees are encouraged to continue tracking their progress and maintaining up-to-date training records.

**43.2** The practical training component is to be started as soon as possible after the candidate completes the CA Certificate in Accountancy on the Chartered Accountant Zambia Qualification and upgrading to a Technician Membership, but in any event no later than the commencement of study for the CA Application-Level modules. Students enrolling for the CA Application Advanced Diploma in Accountancy must commence practical training immediately, provided they hold at least Technician Membership status and are employed in an accounting-related role.

**43.3** All nine technical competencies are defined as core to the programme in the revised curriculum. Candidates will need to demonstrate competence in at least four (4) of the following nine technical areas plus all non-technical competences.

Technical competencies

1. Financial Accounting and Reporting
2. Audit and Assurance
3. Taxation
4. Management Accounting
5. Financial Management
6. Strategic Business Analysis
7. Information Technology
8. Accounting Education
9. Financial Advice

**45. Question: How do we know whether our employers are approved employers for the Practical Training Programme?**

Answer: The list of approved employers is updated and posted on the ZICA website. If your employer or any employer you are looking for is not on the list, then they are not yet approved. They can, however, apply for accreditation as approved employers.

**46. Question: Where can one find a mentor? How can I go about embarking on my practical training?**

Answer: You can find a mentor from the list of mentors on the website or engage the Education and Training team to be assisted with one. Some of the approved employers also take on students who are not their employees. Please check our website to access the Approved employer list

**47. Question: Will ZICA embark on a vigorous mission of educating and sensitizing students and other stakeholders?**

Answer: Yes, the Institute has started engaging students, employers, Government and Human Resource practitioners to explain the revised CA Zambia Curriculum through virtual and physical meetings, letters etc.

**48. Question: Why is ZICA changing the CA Zambia qualification so soon just when employers had started accepting it?**

Answer: No, this is not a change but a revision to the curriculum which is normal in Accounting to align it with the International Education Standards (IES) issued by the International Federation of Accountants (IFAC).

**49. Question: Will the new changes to the curriculum still be recognized worldwide?**

Answer: Yes, the CA Zambia qualification remains recognized worldwide because it is a global qualification.

**50. Question: Which countries does ZICA have MoUs/MRAs with for one to work/apply with the CA Zambia qualification?**

Answer: ZICA is a member of Chartered Accountants Worldwide and any member holding the CA Zambia qualification can work in any CAW member country.

## Introduction

This manual provides step-by-step instructions for registering for your examinations on the New Online Portal. The system allows you to conveniently select your exam papers, choose your preferred exam center, and complete payment online, either using VISA, Mobile Money or by submitting proof of payment (Bill Muster Slip, or Bank Deposit slip)

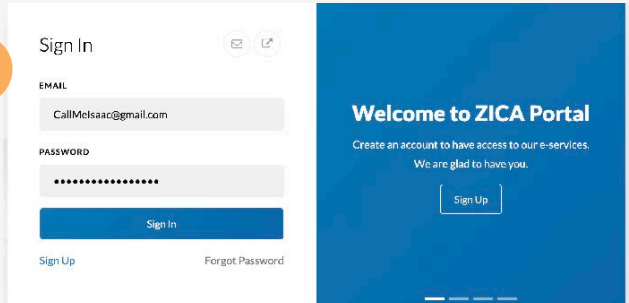
### 1. First-Time Login & Password Setup

If this is your first time accessing the new ZICA portal, you will need to set up your password.

#### Step 1: Access the Portal

Open your web browser and navigate to:  
<https://portal.zica.co.zm/>

**1**

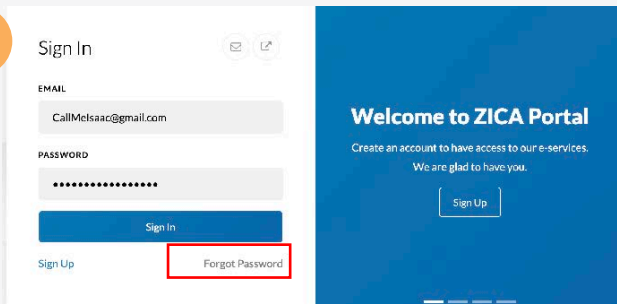


#### Step 2: Initiate Password Reset

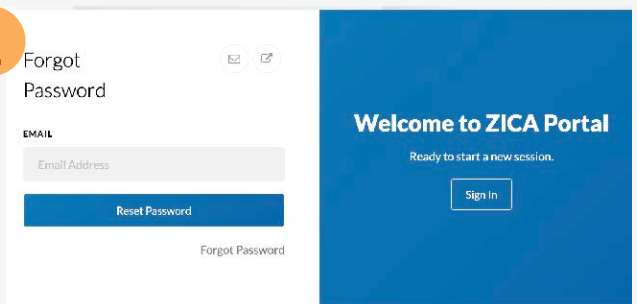
1. On the sign in page, click the **"Forgot Password"** link

2. You will be redirected to the password reset page

**1**



**2**

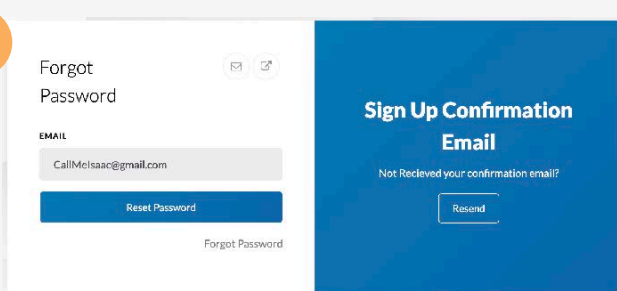


#### Step 3: Enter Your Email Address

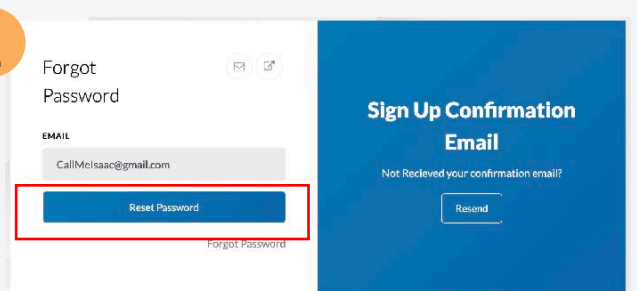
1. Enter the email address where you normally receive ZICA communications

2. Click **"Reset Password"**

**1**



**2**



#### Step 4: Check Your Email

- Open your email inbox
- Look for a password reset email from ZICA (check your spam/junk folder if not found)
- Click on the password reset link provided in the email

#### Step 5: Create Your New Password

Your new password must meet the following requirements:

- Minimum of 8 characters long
- At least 1 uppercase letter (A-Z)
- At least 1 lowercase letter (a-z)
- At least 1 numeric character (0-9)
- At least 1 special symbol (@, \$, %, &)

**Example of a valid password:** ZiCA2025@exam – This is just an example. Please do not use it.

Enter your new password twice to confirm, then click **"Reset Password"**

## 2. Signing into the Portal

### Step 1: Navigate to Sign in Page

Go to <https://portal.zica.co.zm/>

### Step 2: Enter Your Credentials

1. Enter your registered email address in the **"Email"** field
2. Enter the password you created in the **"Password"** field
3. Click **"Sign In"**

You will be redirected to your student dashboard upon successful login.

## 3. Registering for Examinations

### Step 1: Access Examination Registration

1. On the left navigation menu, locate **"Examinations"**
2. Click on **"Register"** under the Examinations section

### Step 2: Select Your Exam Center

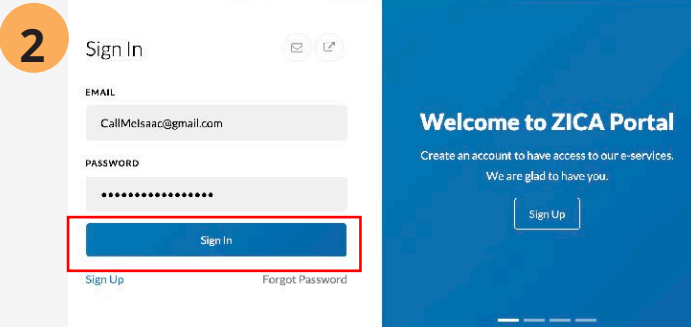
1. On the 'Register For Exams' page, you will see a dropdown or list of available exam centers
2. Choose your preferred exam center from the options provided
3. Consider factors such as location and accessibility when making your selection

### Step 3: Select Your Papers

1. Review the list of available papers for your level/program
2. **Tick the checkbox** next to each paper you wish to sit for
3. For each selected paper, choose your **study mode** (e.g., Full-time, Part-time, Self-Study)

### Step 4: Review and Proceed

1. Double-check your selected papers and study mode
2. Click **"Next"** to proceed
3. Click **"Register"** and then
4. Click on **"Yes, Proceed!"** to confirm your registration



**2** Sign In

EMAIL  
CallMesaac@gmail.com

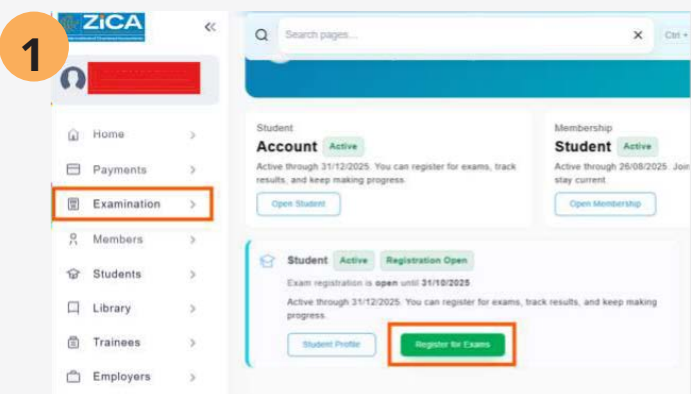
PASSWORD  
\*\*\*\*\*

**Sign In**

Sign Up Forgot Password

**Welcome to ZICA Portal**  
Create an account to have access to our e-services.  
We are glad to have you.

**Sign Up**



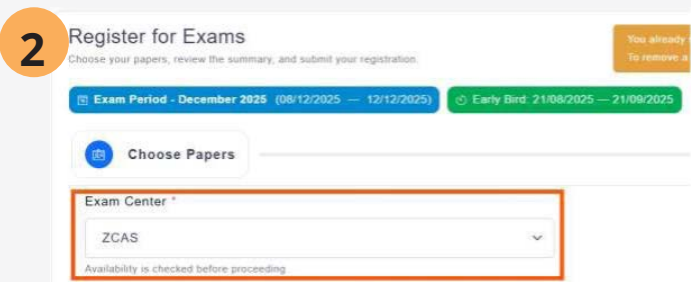
**1** ZICA

Home Payments Examination Members Students Library Trainees Employers

Student Account Active  
Active through 31/12/2025. You can register for exams, track results, and keep making progress.

Membership Student Active  
Active through 26/08/2025. Join stay current.

**Register for Exams**



**2** Register for Exams

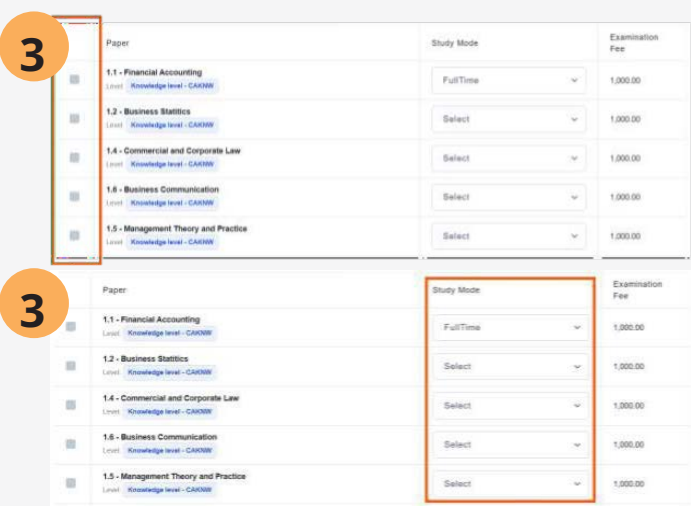
Choose your papers, review the summary, and submit your registration.

Exam Period - December 2025 (08/12/2025 — 12/12/2025) Early Bird: 21/08/2025 — 21/09/2025

Choose Papers

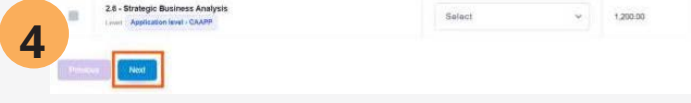
Exam Center \*  
ZCAS

Availability is checked before proceeding.



**3**

| Paper                                                                  | Study Mode | Examination Fee |
|------------------------------------------------------------------------|------------|-----------------|
| 1.1 - Financial Accounting<br>Level: Knowledge level - CAANM           | FullTime   | 1,000.00        |
| 1.2 - Business Statistics<br>Level: Knowledge level - CAANM            | Select     | 1,000.00        |
| 1.4 - Commercial and Corporate Law<br>Level: Knowledge level - CAANM   | Select     | 1,000.00        |
| 1.6 - Business Communication<br>Level: Knowledge level - CAANM         | Select     | 1,000.00        |
| 1.5 - Management Theory and Practice<br>Level: Knowledge level - CAANM | Select     | 1,000.00        |



**3**

| Paper                                                                  | Study Mode | Examination Fee |
|------------------------------------------------------------------------|------------|-----------------|
| 1.1 - Financial Accounting<br>Level: Knowledge level - CAANM           | FullTime   | 1,000.00        |
| 1.2 - Business Statistics<br>Level: Knowledge level - CAANM            | Select     | 1,000.00        |
| 1.4 - Commercial and Corporate Law<br>Level: Knowledge level - CAANM   | Select     | 1,000.00        |
| 1.6 - Business Communication<br>Level: Knowledge level - CAANM         | Select     | 1,000.00        |
| 1.5 - Management Theory and Practice<br>Level: Knowledge level - CAANM | Select     | 1,000.00        |
| 2.6 - Strategic Business Analysis<br>Level: Application level - CAAPP  | Select     | 1,200.00        |

**4** Previous **Next**



**4**

Exam Period - December 2025 (08/12/2025 — 12/12/2025) Early Bird: 21/08/2025 — 21/09/2025

Choose Papers

| Description              | Exam Fee | Discount/Penalty | Amount          |
|--------------------------|----------|------------------|-----------------|
| 1.1-Financial Accounting | 1,000.00 | 0.00             | 1,000.00        |
| <b>Amount Due</b>        |          | 0.00             | <b>1,000.00</b> |

Previous **Register**

## 4. Payment Process

**Step 1:** Click “Next” to proceed

### Step 2: Select Payment Method

You will be presented with three payment options:

1. **Mobile Money** (e.g., MTN Mobile Money, Airtel Money, ZAMTEL Money)
2. **Debit Card** (Visa, Mastercard)
3. **Bank Deposit**

Select your preferred payment method by clicking on the corresponding option.

### Step 3: Complete Payment

Follow the on-screen instructions specific to your chosen payment method:

#### For Mobile Money:

- Enter your mobile money number
- Enter the amount displayed
- Authorize the payment on your phone when prompted
- Wait for confirmation

#### For Debit Card:

- Enter your card number
- Enter the expiry date and CVV
- Enter your name as it appears on the card
- Click “Pay” and complete any additional security verification (3D Secure/OTP)

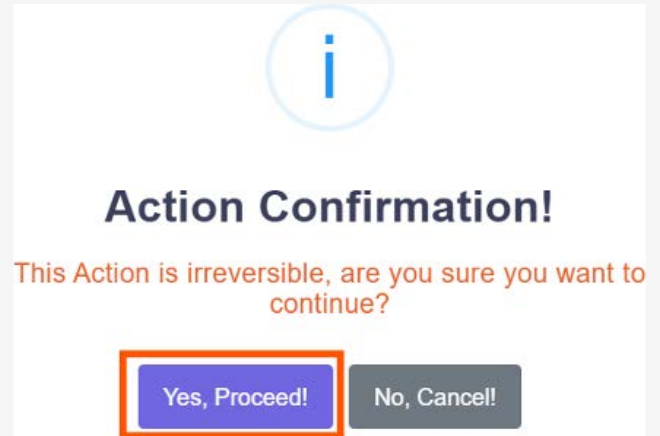
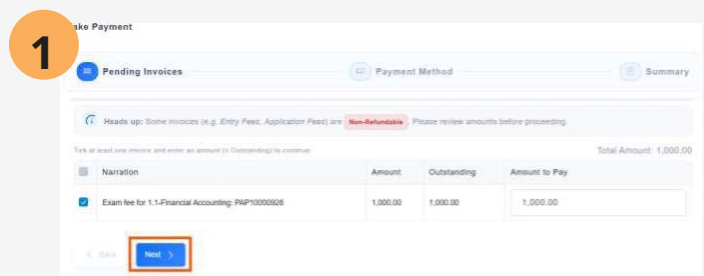
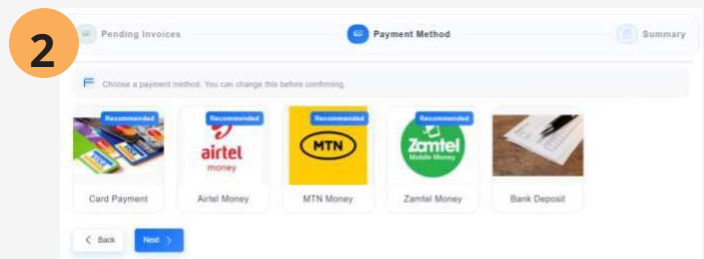
#### For Bank Deposit:

- Use the ZiCA banking details
- Make your deposit at any branch or via online banking
- Upload proof of payment (deposit slip or transaction screenshot)
- Submit for verification

### Step 4: Confirmation

1. Once payment is successful, you will receive a confirmation message on screen
2. A confirmation email will be sent to your registered email address
3. Your registration is now complete

**Important:** Keep your payment receipt and confirmation email for your records.



Examinations are broadly defined as a process of generating evidence of a candidate's knowledge, competence, understanding, and ability to apply concepts appropriately. Therefore, candidates should not approach examinations with fear or panic, but rather with confidence built through adequate preparation and practice.

Success in examinations largely depends on the amount of effort and preparation invested before the examination session. The purpose of an examination is not merely to test memory, but to assess whether a candidate can provide the level of evidence expected by the Examiner and Marker.

## Understanding What Examiners Expect

Every examination question requires candidates to answer in a specific manner and demonstrate:

- Appropriate technical knowledge;
- Adequate depth of understanding;
- Clarity of explanation;
- Logical presentation;
- Relevant application and examples; and
- Professional judgement where necessary.

The ability to identify what is required in a question is critical. Examiners use different competence-building verbs or command words such as:

## Explain, Discuss, Analyse, Evaluate, Calculate, Recommend, Compare and/or Criticise

These command words guide candidates on the type and depth of response expected. Candidates must therefore carefully read and understand the requirement before attempting an answer.

Below are some important examination techniques that can help improve your chances of scoring highly in examinations:

## 1. Understand Different Types of Questions

Different examination questions require different answering approaches. Essay, multiple-choice, and quantitative questions each test different skills and logic.

Candidates can improve their performance by:

- Understanding the structure of each type of question;
- Practising past examination questions regularly;
- Learning how marks are allocated; and
- Developing proper answering techniques for each format.

- Reading through examiner reports provided by ZICA after each examination session.
- Attending examination techniques meetings provided by ZICA
- Listening to the Examiners videos provide by ZICA for each subject.

Consistent practice improves confidence, speed, and accuracy during examinations.

## 2. Plan Before Answering Essay Questions

Professional examinations predominantly use essay and scenario-based questions which require analytical thinking and structured responses. Such questions are usually completed under strict time limits.

Before answering:

- Quickly read through the entire examination paper;
- Identify questions you are most comfortable with;
- Develop a strategy on how to allocate your time; and
- Understand exactly what each question requires.

When answering essay questions:

- Use keywords from the question in your response;
- Structure your answer clearly using headings or logical paragraphs;
- Address all parts of the requirement;
- Support your points with examples, calculations, or practical illustrations where applicable;
- Be concise and relevant.

A good approach is to:

1. Restate or introduce the issue raised in the question;
2. Explain the relevant concept or principle;
3. Apply it to the scenario given; and
4. Conclude appropriately where necessary.

This approach helps reduce the risk of writing irrelevant information and wasting valuable examination time.

## 3. Manage Your Time Effectively

Time management is one of the most important examination skills.

No matter the type of examination, candidates must learn to pace themselves appropriately. Avoid spending too much time on one difficult question at the expense of other questions carrying easier marks.

Some useful time management strategies include:

- Start with questions you are most confident in;
- Allocate time according to marks awarded;
- Keep track of time throughout the examination;
- Avoid over-writing;
- Attempt all questions where possible; and
- Leave difficult questions temporarily and return to them later if necessary.

Proper preparation before the examination also improves time management during the paper. Reviewing class notes, revision kits, and past papers helps reinforce major concepts likely to appear in the examination.

Also ensure that on the day of the examination you arrive early to ensure you are settled well before the start of the examination.

## 4. Read Questions Carefully

Many candidates lose marks not because they lack knowledge, but because they fail to understand the question requirement.

Always:

- Read instructions carefully;
- Identify the command verb;
- Note the marks allocated;
- Pay attention to scenarios and figures provided; and
- Answer only what is required.

Remember that marks are awarded for relevant points that directly address the question requirement.

## 5. Presentation Matters

Clear and professional presentation of answers can significantly improve readability and assist markers in awarding marks appropriately.

Candidates should:

- Write legibly;
- Use proper numbering;
- Show workings clearly for calculations;
- Separate points logically; and
- Maintain neatness throughout the script.

A well-presented script creates a positive impression and makes it easier for the marker to follow your reasoning.

## 6. Practice Using Past Examination Papers

One of the most effective ways of preparing for examinations is through regular practice using past papers and revision questions.

This helps candidates to:

- Familiarise themselves with examination style and structure;
- Improve speed and confidence;
- Identify weak areas requiring more attention; and
- Develop proper examination techniques.

Practicing under timed conditions is especially useful in preparing for the actual examination environment.

Remember: examinations reward preparation. Regular practice helps you identify weaknesses, improve speed and accuracy, and approach exams with confidence.

## Conclusion

Examinations should be viewed as an opportunity to demonstrate competence and preparation rather than as something to fear. Adequate preparation, proper understanding of question requirements, effective time management, and structured answering techniques are key ingredients for success.

Candidates are therefore encouraged to prepare thoroughly by using all resources provided by ZiCA and tuition providers, remain calm, and approach the examination with confidence and professionalism.

*Good luck to all candidates preparing for the June 2026 examination session!!*

**DIRECTORATE OF EDUCATION & TRAINING**

# 2026 Taxation Table

## INCOME TAX

| Standard personal income tax rates         |                |      |
|--------------------------------------------|----------------|------|
| Income band                                | Taxable amount | Rate |
| K1 to K61,200                              | first K61,200  | 0%   |
| K61,201 to K85,200                         | next K24,000   | 20%  |
| K85,201 to K110,400                        | next K25,200   | 30%  |
| Over K110,400                              |                | 37%  |
| Income from farming for individuals        |                |      |
| K1 to K61,200                              | first K61,200  | 0%   |
| Over K61,200                               |                | 10%  |
| Company Income Tax rates                   |                |      |
| On income from manufacturing and other     |                | 30%  |
| On income from farming and agro-processing |                | 10%  |
| On income from mineral processing          |                | 30%  |
| On income from mining operations           |                | 30%  |

## MINERAL ROYALTY

| Mineral Royalty on Copper                            |                      |       |
|------------------------------------------------------|----------------------|-------|
| Price range per tonne                                | Taxable amount       | Rate  |
| Less than US\$4,000 per tonne                        | First US\$3,999      | 4.0%  |
| US\$4,000 or more but less than US\$5,000 per tonne  | Next US\$1,000       | 6.5%  |
| US\$5,000 or more but less than US\$7,000 per tonne  | Next US\$2,000       | 8.5%  |
| US\$7,000 or more per tonne                          | Balance              | 10.0% |
| Mineral Royalty on other minerals                    |                      |       |
| Type of mineral                                      | Mineral Royalty Rate |       |
| Cobalt and vanadium                                  | 8% on norm value     |       |
| Base metals (other than copper, cobalt and vanadium) | 5% on norm value     |       |
| Energy and industrial minerals                       | 5% on gross value    |       |
| Gemstones                                            | 6% on gross value    |       |
| Precious metals                                      | 6% on norm value     |       |

## CAPITAL ALLOWANCES

| Implements, plant and machinery and commercial vehicles: |                                                                  |      |
|----------------------------------------------------------|------------------------------------------------------------------|------|
| Price range per tonne                                    | Taxable amount                                                   | Rate |
| Wear and tear allowance –                                | Standard wear and tear allowance                                 | 25%  |
|                                                          | Wear and tear allowance if used in manufacturing and leasing     | 50%  |
|                                                          | Wear and tear allowance if used in farming and agro-processing   | 100% |
|                                                          | Wear and tear allowance if used in Mining and Mineral processing | 20%  |
| Non-commercial vehicles                                  |                                                                  |      |
| Wear and tear allowance                                  |                                                                  | 20%  |
| Industrial buildings:                                    |                                                                  |      |
| Wear and tear allowance                                  |                                                                  | 5%   |
| Initial allowance                                        |                                                                  | 10%  |
| Investment allowance                                     |                                                                  | 10%  |
| Low cost housing (Cost up to K100,000)                   |                                                                  |      |
| Wear and tear allowance                                  |                                                                  | 10%  |
| Initial allowance                                        |                                                                  | 10%  |

# 2026 Taxation Table

|                              |  |             |
|------------------------------|--|-------------|
| <b>Commercial buildings:</b> |  | <b>Rate</b> |
| Wear and tear allowance      |  | 2%          |
|                              |  | 50%         |
| <b>Farming allowances</b>    |  |             |
| Development allowance        |  | 10%         |
| Farm works allowance         |  | 100%        |
| Farm improvement allowance   |  | 100%        |
|                              |  |             |

## PRESUMPTIVE TAXES

|                                         |               |                       |                 |
|-----------------------------------------|---------------|-----------------------|-----------------|
| <b>Turnover Tax</b>                     |               |                       |                 |
| <b>Annual turnover</b>                  |               |                       | <b>Rate</b>     |
| First K30,000                           |               |                       | 0%              |
| K30,001 to K5,000,000                   |               |                       | 5%              |
|                                         |               |                       |                 |
| <b>Tax on rental income</b>             |               |                       |                 |
| <b>Annual Rental income band</b>        |               | <b>Taxable amount</b> |                 |
| K1 to K30,000                           | First K30,000 |                       | 0%              |
| K30,001 to K800,000                     | Next K770,000 |                       | 4%              |
| Above K800,000                          |               |                       | 16%             |
|                                         |               |                       |                 |
| <b>Presumptive Tax for transporters</b> |               |                       |                 |
| Seating capacity                        |               | Tax per annum         | Tax per quarter |
|                                         |               | K                     | K               |
| Less than 12 passengers and taxis       |               | 1,296                 | 324             |
| From 12 to 17 passengers                |               | 2,592                 | 648             |
| From 18 to 21 passengers                |               | 5,184                 | 1,296           |
| From 22 to 35 passengers                |               | 7,776                 | 1,944           |
| From 36 to 49 passengers                |               | 10,368                | 2,592           |
|                                         |               |                       |                 |

|                                                                                         |  |          |
|-----------------------------------------------------------------------------------------|--|----------|
| <b>Property Transfer Tax</b>                                                            |  |          |
| On the realised value of land (including buildings, structures or improvements thereon) |  | 8%       |
| On the realised value of shares                                                         |  | 8%       |
| On the realised value of intellectual property                                          |  | 8%       |
| On the realised value of a mining right for an exploration license                      |  | 8%       |
| On the realised value of a mining right for a mining licence                            |  | 10%      |
| On the realised value tax on realised value of a mineral processing licence             |  | 10%      |
|                                                                                         |  |          |
| <b>Value Added Tax</b>                                                                  |  |          |
| Registration threshold                                                                  |  | K800,000 |
| Standard Value Added Tax Rate (on VAT exclusive turnover)                               |  | 16%      |
|                                                                                         |  |          |

## INCOME TAX

| Customs and Excise duties on used motor vehicles                              |                   |             |                   |             |
|-------------------------------------------------------------------------------|-------------------|-------------|-------------------|-------------|
|                                                                               | Aged 2 to 5 years |             | Aged over 5 years |             |
| Motor vehicles for the transport of ten or more persons, including the driver | Customs duty      | Excise duty | Customs duty      | Excise duty |
|                                                                               | K                 | K           | K                 | K           |
| Sitting capacity of 10 but not exceeding 14 persons including the driver      | 20,090            | 25,112      | 10,045            | 12,556      |
| Sitting capacity exceeding 14 but not exceeding 32 persons                    | 43,984            | 0           | 15,639            | 0           |
| Sitting capacity of 33 but not exceeding 44 persons                           | 97,742            | 0           | 21,992            | 0           |
| Sitting capacity exceeding 44 persons                                         | 122,177           | 0           | 48,871            | 0           |

| Customs and Excise duties on used motor vehicles                                                                               |                   |             |                   |             |
|--------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------|-------------------|-------------|
|                                                                                                                                | Aged 2 to 5 years |             | Aged over 5 years |             |
| Motor cars and other motor vehicles principally designed for the transport of persons including station wagons and racing cars | Customs duty      | Excise duty | Customs duty      | Excise duty |
|                                                                                                                                | K                 | K           | K                 | K           |
| <b>Sedans</b>                                                                                                                  |                   |             |                   |             |
| Cylinder capacity not exceeding 1000 cc                                                                                        | 14,113            | 12,231      | 8,065             | 6,989       |
| Cylinder capacity exceeding 1000 cc but not exceeding 1500 cc                                                                  | 18,145            | 15,726      | 9,678             | 8,387       |
| Cylinder capacity exceeding 1500 cc but not exceeding 2500 cc                                                                  | 18,695            | 24,304      | 9,518             | 12,373      |
| Cylinder capacity exceeding 2500 cc but not exceeding 3000 cc                                                                  | 20,395            | 26,514      | 11,897            | 15,466      |
| Cylinder capacity exceeding 3000 cc                                                                                            | 25,494            | 33,142      | 13,597            | 17,676      |
| <b>Hatchbacks</b>                                                                                                              |                   |             |                   |             |
| Cylinder capacity not exceeding 1000 cc                                                                                        | 12,097            | 10,484      | 8,065             | 6,989       |
| Cylinder capacity exceeding 1000 cc but not exceeding 1500 cc                                                                  | 16,129            | 13,979      | 9,678             | 8,387       |
| Cylinder capacity exceeding 1500 cc but not exceeding 2500 cc                                                                  | 16,996            | 22,095      | 9,518             | 12,373      |
| Cylinder capacity exceeding 2500 cc but not exceeding 3000 cc                                                                  | 18,695            | 24,304      | 11,897            | 15,466      |
| Cylinder capacity exceeding 3000 cc                                                                                            | 22,095            | 28,723      | 13,597            | 17,676      |
| <b>Station wagons</b>                                                                                                          |                   |             |                   |             |
| Cylinder capacity not exceeding 1000 cc                                                                                        | 14,113            | 12,231      | 8,065             | 6,989       |
| Cylinder capacity exceeding 1000 cc but not exceeding 1500 cc                                                                  | 18,144            | 15,725      | 9,678             | 8,387       |
| Cylinder capacity exceeding 1500 cc but not exceeding 2500 cc                                                                  | 18,695            | 24,304      | 10,198            | 13,256      |
| Cylinder capacity exceeding 2500 cc but not exceeding 3000 cc                                                                  | 20,395            | 26,514      | 11,897            | 15,466      |
| Cylinder capacity exceeding 3000 cc                                                                                            | 25,494            | 33,142      | 13,597            | 17,676      |
| <b>SUVs</b>                                                                                                                    |                   |             |                   |             |
| Cylinder capacity not exceeding 1000 cc                                                                                        | 17,598            | 15,252      | 10,559            | 9,151       |
| Cylinder capacity exceeding 1000 cc but not exceeding 1500 cc                                                                  | 20,463            | 17,735      | 12,278            | 10,641      |
| Cylinder capacity exceeding 1500 cc but not exceeding 2500 cc                                                                  | 23,794            | 30,933      | 14,277            | 18,560      |
| Cylinder capacity exceeding 2500 cc but not exceeding 3000 cc                                                                  | 27,193            | 35,351      | 17,540            | 22,802      |
| Cylinder capacity exceeding 3000 cc                                                                                            | 32,292            | 41,980      | 20,395            | 26,514      |

# 2026 Taxation Table

|                                                                                                                              | Aged 2 to 5 years |             | Aged over 5 years |             |
|------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------|-------------------|-------------|
| Motor vehicles for the transport of goods                                                                                    | Customs duty      | Excise duty | Customs duty      | Excise duty |
|                                                                                                                              | K                 | K           | K                 | K           |
| <b>Single cab</b>                                                                                                            |                   |             |                   |             |
| GVW exceeding 1.0 tonne but not exceeding 1.5 tonnes                                                                         | 24,777            | 10,737      | 9,911             | 4,295       |
| GVW exceeding 1.5 tonnes but not exceeding 3.0 tonnes                                                                        | 29,732            | 12,884      | 17,344            | 7,516       |
| GVW exceeding 3.0 tonnes but not exceeding 5.0 tonnes                                                                        | 34,687            | 15,031      | 19,821            | 8,589       |
| <b>Double cabs</b>                                                                                                           |                   |             |                   |             |
| GVW not exceeding 3 tonnes                                                                                                   | 34,687            | 15,031      | 27,254            | 11,810      |
| GVW exceeding 3.0 tonnes but not exceeding 5.0 tonnes                                                                        | 38,156            | 16,534      | 29,980            | 12,991      |
| <b>Panel vans</b>                                                                                                            |                   |             |                   |             |
| GVW not exceeding 1.0 tonne                                                                                                  | 15,089            | 6,539       | 8,622             | 3,736       |
| GVW exceeding 1.0 tonne but not exceeding 1.5 tonnes                                                                         | 17,344            | 7,516       | 9,911             | 4,295       |
| GVW exceeding 1.5 tonnes but not exceeding 3.0 tonnes                                                                        | 19,821            | 8,589       | 17,344            | 7,516       |
| GVW exceeding 3.0 tonnes but not exceeding 5.0 tonnes                                                                        | 24,777            | 10,737      | 19,821            | 8,589       |
| <b>Trucks</b>                                                                                                                |                   |             |                   |             |
| GVW up to 2 tonnes                                                                                                           | 15,715            | 12,048      | 7,246             | 5,556       |
| GVW exceeding 2.0 tonnes but not exceeding 5.0 tonnes                                                                        | 17,461            | 13,387      | 8,731             | 6,694       |
| GVW exceeding 5.0 tonnes but not exceeding 10.0 tonnes                                                                       | 27,938            | 21,419      | 10,477            | 8,032       |
| GVW exceeding 10.0 tonnes but not exceeding 20.0 tonnes                                                                      | 34,923            | 26,774      | 13,271            | 10,174      |
| GVW exceeding 20 tonnes                                                                                                      | 58,645            | 0           | 21,992            | 0           |
| <b>NB:</b> Import VAT is added to the sum of VDP, customs duty and excise duty. It is determined at the standard rate of 16% |                   |             |                   |             |
| <b>Surtax</b>                                                                                                                |                   |             |                   |             |
| On all motor vehicles aged more than five years from year of manufacture                                                     |                   |             |                   | K2,000      |

## Customs and Excise on New Motor vehicles

### Duty rates on:

|           |                                                                                                                                                                        |  |        |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------|
| <b>1</b>  | Motor cars and other motor vehicles (including station wagons) principally designed for the transport of less than ten persons, including the driver:<br>Customs Duty: |  |        |
|           | Percentage of Value for Duty Purposes                                                                                                                                  |  | 30%    |
|           | Minimum Specific Customs Duty                                                                                                                                          |  | K6,000 |
|           | <b>Excise Duty:</b>                                                                                                                                                    |  |        |
|           | Percentage of Value for Duty Purposes for Excise Duty Purposes                                                                                                         |  |        |
|           | Cylinder capacity of 1500 cc and less                                                                                                                                  |  | 20%    |
|           | Cylinder Capacity of more than 1500 cc                                                                                                                                 |  | 30%    |
| <b>2.</b> | <b>Pick-ups and trucks/lorries with gross weight not exceeding 20 tones:</b>                                                                                           |  |        |
|           | <b>Customs Duty</b>                                                                                                                                                    |  |        |
|           | Percentage of Value for Duty Purposes                                                                                                                                  |  | 15%    |
|           | Minimum specific Customs Duty                                                                                                                                          |  | K6,000 |
|           | <b>Excise Duty:</b>                                                                                                                                                    |  |        |
|           | Percentage of Value for Duty Purposes for Excise Duty Purposes                                                                                                         |  | 10%    |
| <b>3.</b> | <b>Buses/coaches for the transport of more than ten persons</b>                                                                                                        |  |        |
|           | <b>Customs Duty:</b>                                                                                                                                                   |  |        |
|           | Percentage of Value for Duty Purposes                                                                                                                                  |  | 15%    |
|           | Minimum Specific Customs Duty                                                                                                                                          |  | K6,000 |
|           | <b>Excise Duty:</b>                                                                                                                                                    |  |        |
|           | Percentage of Value for Duty Purposes for Excise Duty Purposes                                                                                                         |  |        |
|           | Seating Capacity of 16 persons and less                                                                                                                                |  | 25%    |
|           | Seating Capacity of 16 persons and more                                                                                                                                |  | 0%     |
| <b>4.</b> | <b>Trucks/lorries with gross weight exceeding 20 tonnes</b>                                                                                                            |  |        |
|           | <b>Customs Duty:</b>                                                                                                                                                   |  |        |
|           | Percentage of Value for Duty Purposes                                                                                                                                  |  | 15%    |
|           | <b>Excise Duty:</b>                                                                                                                                                    |  |        |
|           | Percentage of Value for Duty Purposes for Excise Duty Purposes                                                                                                         |  | 0%     |

# ZICA JUNE 2026 EXAMINATIONS

## ZAMBIA INSTITUTE OF CHARTERED ACCOUNTANTS CA ZAMBIA PROGRAMME 8<sup>TH</sup> TO 12<sup>TH</sup> JUNE 2026

| DATE                                    | MORNING (09:00 – 12:00)                    | AFTERNOON (14:00 – 17:00)                  |
|-----------------------------------------|--------------------------------------------|--------------------------------------------|
| Monday<br>8 <sup>th</sup> June 2026     | CA1.1 – Financial Accounting               | CA1.5– Management Theory and Practice      |
|                                         | CA2.1 – Financial Reporting                |                                            |
|                                         | CA3.1 – Advanced Financial Reporting       |                                            |
| Tuesday<br>9 <sup>th</sup> June 2026    | CA2.2– Management Accounting               | CA1.3 – Business Economics                 |
|                                         | CA3.5 – Advanced Management Accounting     |                                            |
| Wednesday<br>10 <sup>th</sup> June 2026 | CA1.2 – Business Statistics                | CA1.6 – Business Communication             |
|                                         | CA2.6 – Strategic Business Analysis        |                                            |
| Thursday<br>11 <sup>th</sup> June 2026  | CA2.3 – Auditing Principles and Practice   | CA2.4 – Taxation                           |
|                                         | CA3.2 – Advanced Audit & Assurance         | CA3.4 – Advanced Taxation                  |
| Friday<br>12 <sup>th</sup> June 2026    | CA2.5 –Financial Management                | CA1.4 – Commercial and Corporate Law       |
|                                         | CA3.6 –Advanced Financial Management       | CA3.7 – Public Sector Audits and Assurance |
|                                         | CA3.8 – Public Sector Financial Management |                                            |

## ZAMBIA INSTITUTE OF CHARTERED ACCOUNTANTS DIPLOMA IN ACCOUNTANCY PROGRAMME 8<sup>TH</sup> TO 12<sup>TH</sup> JUNE 2026

| DATE                                    | MORNING (09:00 – 12:00)       | AFTERNOON (14:00 – 17:00)                      |
|-----------------------------------------|-------------------------------|------------------------------------------------|
| Monday<br>8 <sup>th</sup> June 2026     | DA1 – Financial Accounting    | DA7 – Principles of Management                 |
|                                         | DA8 – Financial Reporting     |                                                |
| Tuesday<br>9 <sup>th</sup> June 2026    | DA5 – Cost Accounting         | DA3 – Business Economics                       |
|                                         | DA9 – Management Accounting   |                                                |
| Wednesday<br>10 <sup>th</sup> June 2026 | DA2- Quantitative Analysis    | DA4 - Information Technology and Communication |
| Thursday<br>11 <sup>th</sup> June 2026  | DA11 – Principles of Auditing | DA10 – Taxation                                |
|                                         |                               |                                                |
| Friday<br>12 <sup>th</sup> June 2026    |                               | DA6 – Business Law                             |
|                                         |                               | DA12 – Governance and Corporate Law            |

# ZICA JUNE 2026 EXAMINATIONS

## ZAMBIA INSTITUTE OF CHARTERED ACCOUNTANTS TAXATION PROGRAMME 8<sup>TH</sup> TO 12<sup>TH</sup> JUNE 2026

| DATE                                    | MORNING (09:00 – 12:00)                    | AFTERNOON (14:00 – 17:00)             |
|-----------------------------------------|--------------------------------------------|---------------------------------------|
| Monday<br>8 <sup>th</sup> June 2026     | C3 – Accounting for Tax Practitioners      | C1 – Business Management              |
|                                         | PGDT 1- Financial Accounting and Reporting | D6 – Tax Audit and Investigations     |
|                                         |                                            | PGDT 7 - Tax Audit and Investigations |
| Tuesday<br>9 <sup>th</sup> June 2026    | D4 – Personal Taxation                     | C4 – Direct Taxes                     |
|                                         |                                            | PGDT 3 - Direct Taxes                 |
|                                         |                                            |                                       |
| Wednesday<br>10 <sup>th</sup> June 2026 | C2 – Economics and Financial Mathematics   | D1- Business Information Management   |
|                                         | D3- Business Taxation                      |                                       |
|                                         | PGDT 6 - Transfer Pricing                  |                                       |
| Thursday<br>11 <sup>th</sup> June 2026  | D5 – International Taxation                | C5 – Indirect Taxes                   |
|                                         | PGDT 5 - International Taxation            | PGDT 4 - Indirect and Trade Taxes     |
|                                         |                                            |                                       |
| Friday<br>12 <sup>th</sup> June 2026    | D2 – Financial management                  | C6 – Law for Tax Practitioners        |
|                                         | PGDT 8 - Tax Management and Planning       | PGDT 2 - Law of Taxation              |

## ZAMBIA INSTITUTE OF CHARTERED ACCOUNTANTS DIPLOMA PUBLIC SECTOR FINANCIAL MANAGEMENT 8<sup>TH</sup> TO 12<sup>TH</sup> JUNE 2026

| DATE                                    | MORNING (09:00 – 12:00)                                         | AFTERNOON (14:00 – 17:00)                                        |
|-----------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------|
| Monday<br>8 <sup>th</sup> June 2026     | PFM1 – Public Sector Accounting                                 |                                                                  |
|                                         | PFM6 – Financial Reporting Framework for Public Sector Entities |                                                                  |
|                                         |                                                                 |                                                                  |
| Tuesday<br>9 <sup>th</sup> June 2026    |                                                                 | PFM3 – Governance and Management in the Public Sector            |
|                                         |                                                                 |                                                                  |
|                                         |                                                                 |                                                                  |
| Wednesday<br>10 <sup>th</sup> June 2026 |                                                                 |                                                                  |
|                                         |                                                                 |                                                                  |
|                                         |                                                                 |                                                                  |
| Thursday<br>11 <sup>th</sup> June 2026  | PFM5 – Public Sector Audits                                     |                                                                  |
|                                         |                                                                 |                                                                  |
|                                         |                                                                 |                                                                  |
| Friday<br>12 <sup>th</sup> June 2026    | PFM4 – Public Sector Financial Management                       | PFM2 – Legal Aspects of Public Sector Finance and Administration |



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