

## **BACKGROUND NOTE ON ACTION PLANS**

Action Plans are developed by IFAC members and associates to address policy matters identified through their responses to the IFAC Compliance Self-Assessment Questionnaires. They form part of a continuous process within the IFAC Member Body Compliance Program to support the ongoing development and improvement of the accountancy profession around the world.

Action Plans are prepared by members and associates for their own use based on the national frameworks, priorities, processes and challenges specific to each jurisdiction. As such, they will vary in their objectives, content and level of detail, consistent with their differing national environments and stages of development, and will be subject to periodic review and update.

Refer to responses to the Part 1 Assessment of the Regulatory and Standard-Setting Framework Questionnaire and Part 2 SMO Self-Assessment Questionnaire for background information on each member and associate their environment and existing processes. These responses may be viewed at:

[http://www.ifac.org/ComplianceAssessment/published\\_surveys.php](http://www.ifac.org/ComplianceAssessment/published_surveys.php)

### **Use of Information**

Please refer to the Disclaimer published on the Compliance Program website.

## **ACTION PLAN**

<b>IFAC Member/Associate:</b>	Institute of Cost and Works Accountants of India (ICWAI)
<b>Approved by Governing Body:</b>	Council of ICWAI
<b>Date Approved:</b>	August 12, 2011
<b>Date Published:</b>	August 2011

## **GLOSSARY**

<b>AAS</b>	Indian Auditing and Assurance standards
<b>CASB</b>	Cost Accounting Standards Board of ICWAI
<b>CAASB</b>	Cost Audit Assurance Standard Board of ICWAI
<b>CEP</b>	Continuing Education Program
<b>CPD</b>	Continuing Professional Development
<b>GASAB</b>	Government Accounting Standards Advisory Board
<b>GATS</b>	General Agreement on Trade in Services
<b>I&amp;D</b>	Investigation and Discipline
<b>IAASB</b>	International Auditing and Assurance Standards Board
<b>IAESB</b>	International Accounting Education Standards Board
<b>IASB</b>	International Accounting Standards Board
<b>ICAI</b>	Institute of the Chartered Accountants of India
<b>ICWAI</b>	Institute of Cost and Works Accountants of India
<b>IES</b>	International Education Standards
<b>IESBA</b>	International Ethics Standards Board for Accountants
<b>IFAC</b>	International Federation of Accountants
<b>IFRIC</b>	International Financial Reporting Interpretations Committee
<b>IFRS</b>	International Financial Reporting Standards
<b>IGAS</b>	Indian Government Accounting Standards
<b>IPSAS</b>	International Public Sector Accounting Standards
<b>IPSASB</b>	International Public Sector Accounting Standards Board
<b>ISA</b>	International Standards on Auditing
<b>MRA</b>	Mutual Recognition Agreement
<b>PD</b>	Professional Development Committee of ICWAI
<b>QRB</b>	Quality Review Board of ICWAI
<b>SMO</b>	Statement of Membership Obligation
<b>TEF</b>	Training and Educational Facilities Committee of ICWAI
<b>WTO</b>	World Trade Organization

**Action Plan Subject:** SMO 1 - Quality Assurance

**Action Plan Objective:** Support the Development of a System of Quality Assurance (QA) for Accountancy Professionals

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>Institute of Cost and Works Accountants of India (ICWAI) members are cost and management accountants and are not allowed to audit financial statements. Even if they are also members of the Institute of the Chartered Accountants of India (ICAI) they cannot attest the financial statements unless they hold the certificate of practice issued by ICAI.</p> <p>Although ICWAI's members do not audit financial statements, its members are authorized for Maintenance of Companies Cost Accounts and Companies Cost Audit. This responsibility is permissible only to members of ICWAI, not for members of ICAI. For maintenance of Cost Accounts and Cost Audit, the application of Cost Accounting Standards and Generally Accepted Cost Accounting Principles issued by ICWAI are mandatory.</p> <p>A Quality Review Board (QRB) exists to monitor the quality of professional accounting services provided by ICWAI members. The Government of India has set up this independent QRB as part of ICWAI to evaluate various services being provided by the members of the Institute via Gazette Notification Number S.O. 1693 (E) dated 3rd October 2007.</p> <p>In the discharge of its functions, the QRB may</p> <ol style="list-style-type: none"><li>(a) On its own or through any specialized arrangement set up under the Institute, evaluate and review the quality of work and services provided by the members of the Institute in such manner as it may decide; it is yet to conduct any review of work and services provided by ICWAI members.</li><li>(b) Lay down the procedure or evaluation criteria to evaluate various services being provided by the members of the Institute and to select, in such manner and form as it may decide, the individuals and firms rendering such services for review;</li><li>(c) Call for information from the Institute, the Council or its Committees, members, clients of members or other persons or organizations in such form and manner as it may decide, and may also give a hearing to them;</li><li>(d) Invite experts to provide expert/technical advice or opinion or analysis or any matter or issue which the Board may feel relevant for the purpose of assessing the quality of work and services offered by the members of the Institute; and</li><li>(e) Make recommendations to the Council to guide the members of the Institute to improve their professional competence and qualifications, quality of work and services offered and adherence to various statutory and other regulatory requirements and other matters related thereto.</li></ol>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
An Exposure Draft for an Audit Manual for accountancy service providers has been issued by QRB of ICWAI. Currently, ICWAI is seeking comments from stakeholders by 16.08.2011. The draft is available on the website of QRB of ICWAI.					
<i>ICWAI Quality Review Board</i>					
1.	Aug. 2011	Incorporate comments from the exposure draft and finalize the Audit Manual.	Sept. 2011	QRB of ICWAI	Secretary, QRB
2.	Aug. 2011	Review IFAC SMO 1 and reflect on whether any principles or aspects of SMO 1 may be relevant for strengthening ICWAI system of I&D.	Sept. 2011	QRB of ICWAI	Secretary, QRB
3.	Oct. 2011	Raise awareness among its membership regarding the role of the QRB and the process of quality reviews.	Ongoing	QRB of ICWAI	Secretary, QRB
4.	Aug. 2008	Develop channels of communication between the QRB and ICWAI.	Completed (Jul. 2009)	QRB of ICWAI	Secretary, QRB
5.	To be decided by Government	Develop channels of communication between QRB of the ICWAI and ICAI.	Dec. 2011	QRB of ICWAI	Secretary, QRB
6.	Ongoing	Forward deficiencies detected by QRB in the services provided by Members of the Institute to ICWAI for action.	Ongoing	QRB of ICWAI	Secretary, QRB
7.	Ongoing	Identify how the QRB and the outcomes of its reviews may link to the Investigation and Discipline (I&D) system of ICWAI.	Ongoing	QRB of ICWAI	Secretary, QRB
<i>Review of ICWAI's Compliance Information</i>					
8.	Ongoing	Perform periodic review of ICWAI response to SMO 1 Section of the IFAC Compliance Self-Assessment questionnaire and update the response as necessary. Once updated, inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	Secretary, ICWAI	Secretary, ICWAI

**Action Plan Subject:** SMO 2 - International Education Standards (IESs) for Professional Accountants and Other IAESB Guidance

**Action Plan Objective:** Promote and undertake activities to enhance alignment of programs of IES education, certification and training

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>ICWAI revises its course curriculum every five to six years to align it with International Educational Standards (IESs). The last revision was conducted in 2008. The next revision will take place over the course of the next year and due to recent legal changes, ICWAI anticipates conducting revisions of the curriculum on a more frequent basis in the future.</p> <p><u><i>Professional Education</i></u></p> <p>There are no barriers (minimum requirements) for entities to provide general accountancy education in India. Traditionally, accountancy education is conducted by both universities and Institutes. However, Regulated Professional Accountancy Education (leading to certification and attainment of rights and responsibilities) in India is provided by two Institutes namely ICWAI and ICAI. The education provided by these two Institutes is in line with IES. The new syllabus of flagship course of ICWAI has been framed following the IESs of the International Accounting Education Standards Board (IAESB). It is envisioned that the design of this system will engender advantages in the process of Mutual Recognition Agreement (MRA) among /different member countries of the world under General Agreement on Trade in Services (GATS) under the World Trade Organization (WTO).</p> <p><u><i>Professional Examination</i></u></p> <p>ICWAI evaluates its students through a rigorous process of Postal/Oral Coaching, Seminars on Group Discussion/ Business Communication, Computer Training, Modular Training, Practical Experience, Case Studies, Project Report and Written Examination. Examination is conducted through 18 courses as follows:</p> <p>FOUNDATION: Eligibility for admission to the Foundational Level of examination is through passage of school and examinations after 12 years of study.</p> <p>Paper 1: Organization &amp; Management Fundamentals            Paper 2: Accounting            Paper 3: Economics and Business Fundamentals            Paper 4: Business Mathematics, Statistics</p>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p>INTERMEDIATE: To be eligible for admission to Intermediate Level a candidate must have graduated from a recognized University/Institute after a minimum of 15 years of study or have passed the Foundation Level examinations of ICWAI.</p>					
		Group I	Group II		
		Paper 5: Financial Accounting	Paper 8: Cost & Management Accounting		
		Paper 6: Commercial and Industrial Laws and Auditing	Paper 9 : Operation Management and Information Systems		
		Paper 7: Applied Direct Taxes	Paper 10: Applied Indirect Taxes		
<p>FINAL: Eligibility for admission to the Final Level is attained through passage of the Intermediate Level Examinations of ICWAI.</p>					
		Group III	Group IV		
		Paper 11:Capital Market Analysis & Corporate Laws	Paper 15: Management Accounting –Enterprise Performance Management		
		Paper 12: Financial Management & International Finance	Paper 16: Advanced Financial Accounting & Reporting		
		Paper 13:Management Accounting -Strategic Management	Paper 17: Cost Audit & Operational Audit		
		Paper 14:Indirect & Direct - Tax Management	Paper 18: Business Valuation Management		
<p>***There is no fixed time period within which a student must complete the process of passing all courses in the examination scheme.</p>					
<p><u><i>Practical Experience</i></u> ICWAI members are required to complete 3 years of practical experience – ICWAI has developed this requirement to align with <i>IES 5: Practical Experience Requirements</i>. The practical experience is monitored by a formal process. Students are expected to complete their practical training under a Senior Practising Member of the Institute or acquire actual working experience in an organization approved by ICWAI to become a member.</p>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Continuing Professional Development</i>					
ICWAI members are subject to a monitored Continuous Professional Development (CPD) requirement. Members are required to complete a minimum 20 hours over a three-year rolling period with the minimum of 6 hours in a year. This requirement falls short of the minimum CPD requirement as set out in IES 7.					
<i>Review professional education program for alignment with IES</i>					
9.	Jan. 2011	Set up a High Level Committee of experts from Academia, Professionals, Regulators, Council of the Institute and others for the purpose of reviewing the course curriculum of ICWAI examinations for compliance and alignment with IESs.	Ongoing	Training and Educational Facilities Committee of ICWAI	Director (Studies)
10.	Sept. 2011	Conduct a review of the course curriculum of ICWAI examinations for compliance and alignment with IESs.	Ongoing	Training and Educational Facilities Committee of ICWAI	Director (Studies)
<i>Identify gaps and suggest recommendations for enhancing alignment of professional education program with IESs</i>					
11.	Sept. 2011	Draft a document which identifies current compliance gaps with IESs and provides recommendations for updating course curriculum to eliminate gaps.	Sept. 2012	Training and Educational Facilities Committee of ICWAI	Director (Studies)
12.	Oct. 2012	Submission of Draft Document to Council for approval after incorporating the latest requirements.	Nov. 2012	Council of the ICWAI	Secretary, ICWAI
13.	Dec. 2010	Recommendation to the Central Council for approval of the issuance of Draft.	Feb. 2013	Council of the ICWAI, Central Government	Secretary, ICWAI
14.	Mar. 2013	Exposure of Draft Document to members including General Public for Comments.	Apr. 2013	Council of the ICWAI, General Public	Secretary, ICWAI

#	Start Date	Actions	Completion Date	Responsibility	Resource
15.	May 2013	Consideration, evaluation, incorporation of comments and Finalization of Document by the High Level Committee.	Jun. 2013	Council of the ICWAI, High Level Committee	Secretary, ICWAI
<i>Incorporate recommendations into modified/updated Course Curriculum</i>					
16.	Jun. 2013	Modification of Course Curriculum according to recommendations provided through Finalized Document.	Jul. 2013	Council of the ICWAI, High Level Committee	Secretary, ICWAI
17.	Jul. 2013	Approval of modified/updated Course Curriculum by Central Council.	Jul. 2013	Council of the ICWAI	Secretary, ICWAI
18.	Aug. 2013	Submission of the Final Document and modified Course Curriculum to Central Government for approval of Notification.	Oct. 2013	Council of the ICWAI, Central Government	Secretary, ICWAI
19.	Nov. 2013	On approval by Central Government, issuance of revised Course Curriculum through Gazette Notification with corresponding changes in the Regulations governing the Institute.	Nov. 2013	Council of the ICWAI, Central Government	Secretary, ICWAI
20.	Ongoing	Ensure on an ongoing basis that new IAASB (audit standards) and IESBA (ethics) pronouncements are incorporated into education programs and training programs on a timely basis.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Development of a universal mandatory Continuing Education Program in-line with IESs</i>					
21.	Apr. 2011	Drafting and development of universal mandatory Continuing Education Program (CEP) requirement which is in-line with IAESB IESs.	Mar. 2012 Ongoing	Continuing Education Programme (CEP) Committee of ICWAI	Director (CEP)
22.	Sept. 2011	Finalization of universal mandatory Continuing Education Program (CEP) requirement.	Aug. 2012	CEP Committee of ICWAI	Director (CEP)

#	Start Date	Actions	Completion Date	Responsibility	Resource
23.	Nov. 2011	Publication of universal mandatory Continuing Education Program (CEP) requirement.	Oct. 2012	CEP Committee of ICWAI	Director (CEP)
24.	Nov. 2011	Creation of a process to review and ensure achievement of universal mandatory Continuing Education Program (CEP) requirement.	Oct. 2012	CEP Committee of ICWAI	Director (CEP)
25.	Nov. 2011	Communicate and educate accountants regarding new universal mandatory Continuing Education Program (CEP) requirement as well as sanctions which are applicable for noncompliance.	Oct. 2012	CEP Committee of ICWAI	Director (CEP)
26.	Nov. 2012	Commencement of monitoring and issuance of CEP requirements.	Jan. 2013	CEP Committee of ICWAI	Director (CEP)
27.	Ongoing	Ensure on an ongoing basis that new IAASB, IASB, IPSASB and IESBA pronouncements are incorporated into education programs and training programs on a timely basis.	Ongoing	Central Council of the ICWAI	Secretary, ICWAI
<i>Maintaining Ongoing Processes</i>					
28.	Ongoing	Continue to implement to the fullest extent possible the requirements of SMOs by ICWAI, and to use best endeavours to promote national recognition. In addition, continue to support implementation of the international education requirements with regards to ICWAI's pre-qualification and CPD programs.	Ongoing	CEP Committee of ICWAI	Director (CEP)
29.	Ongoing	Monitoring of standard-setting activities of the International Accounting Education Standards Board and updating the Action Plan for further activities where necessary.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Review of ICWAI's Compliance Information</i>					

<b>#</b>	<b>Start Date</b>	<b>Actions</b>	<b>Completion Date</b>	<b>Responsibility</b>	<b>Resource</b>
30.	Ongoing	Perform periodic review of ICWAI response to SMO 2 Section of the IFAC Compliance Self-Assessment questionnaire and update the response as necessary. Once updated inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	Central Council of ICWAI	President, ICWAI

**Action Plan Subject:** SMO 3 - International Standards, Related Practice Statements and Other Papers Issued by the IAASB  
**Action Plan Objective:** Support the adoption and implementation of IAASB standards, guidance and other pronouncements in India

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background:</i>					
<p>Indian Auditing and Assurance Standards (AAS) are developed by the Institute of Chartered Accountants in India (ICAI) on the basis of IAASB Pronouncements. ICWAI has no responsibility with regards to setting auditing standards. As part of using its best endeavours, ICWAI participates as a member of the ICAI Standard Setting Board responsible for the development of audit standards for India. It also works to provide input into the development of ISAs through its relevant committees which review and respond to IAASB/IFAC requests for comments and feedback on exposure drafts.</p> <p>As per the latest circulars issued by Ministry of Corporate Affairs, Government of India and the members of ICWAI are the authorized professionals for performing Cost Audits in the Country. Therefore in an effort to address the roles and responsibilities of its membership, ICWAI is developing its own standards on Cost Audit and Assurance through the ICWAI Cost Audit Assurance Standards Board. ICWAI is developing Cost Accounting Standards on its own based on technical expertise drawn from internal resources, practicing cost accountants, academia, industry representatives and regulators.</p>					
<i>Support for ISA Development</i>					
31.	Ongoing	ICWAI is a member of National Advisory Council for Accounting Standards (NACAS), a body set up by Government of India to announce applicability of Accounting Standards.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Implementation of IAASB standards</i>					
32.	Ongoing	Monitor pronouncements and updates provided by IAASB, and develop update briefings for members.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
33.	Ongoing	Provide IAASB pronouncements to members via the ICWAI website.	Ongoing	Central Council of ICWAI	Secretary, ICWAI

#	Start Date	Actions	Completion Date	Responsibility	Resource
34.	Ongoing	Review education, examination and CPD programs to ensure sufficient ongoing coverage of IAASB updates, pronouncements and developments.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Maintaining Ongoing Processes</i>					
35.	Ongoing	Incorporate updates in IAASB pronouncements in ICWAI continuing professional education and pre-qualification programs.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
36.	Dec. 2011	Incorporate specific standing order agenda item for ICWAI committees to review and respond to IAASB/IFAC requests for feedback (on proposals including exposure drafts).	Nov. 2012	Central Council of ICWAI	Secretary, ICWAI
37.	Ongoing	Review and update action plan for future activities as necessary.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Review of ICWAI's Compliance Information</i>					
38.	Ongoing	Perform periodic review of ICWAI response to SMO 3 Section of the IFAC Compliance Self-Assessment questionnaire and update the response as necessary. Once updated inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	Central Council of ICWAI	Secretary, ICWAI

**Action Plan Subject:** SMO 4 - IESBA Code of Ethics for Professional Accountants  
**Action Plan Objective:** Enhance alignment of ICWAI Code of Ethics with IESBA Code of Ethics

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background:</i>					
ICWAI developed its own Code of Ethics as per the Cost and Works Accountants Act, 1959 governing ICWAI. ICWAI has established convergence with the IESBA Code of Ethics as an objective for this coming year. As such, ICWAI is in process of working to eliminate differences between ICWAI's requirements and the IESBA Code of Ethics.					
<i>Enhance alignment of ICWAI Code of Ethics with the IESBA Code of Ethics</i>					
39.	Jul. 2011	Update Code of Ethics in accordance with IESBA Requirements and make it available to all members. This action aims to ensure that IESBA updated pronouncements are available to members and all stakeholders.	Ongoing	CAASB of ICWAI	Secretary, CAASB
40.	Jul. 2011	IESBA Code of Ethics to students, members and the wider community is disseminated through website of ICWAI.	Ongoing	CAASB of ICWAI	Secretary, CAASB
41.	Jul. 2011	Enhance CPD courses to include exhaustive coverage of Ethical requirements including areas of potential conflict and challenges. Continue inclusion of case studies to examine members' ability to apply ethical principles in real life.	Ongoing	CAASB of ICWAI	Secretary, CAASB
42.	Jul. 2011	Conduct public outreach activities (e.g. website updates) to ensure that public and business community are aware that ICWAI members are operating under an obligatory code of ethics.	Ongoing	CEP Committee of ICWAI	Secretary, CAASB
<i>Maintaining Ongoing Processes</i>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
43.	Ongoing	Monitor and review new and amended standards from the IESBA, in an ongoing manner. Include updates in IESBA pronouncements in ICWAI continuing professional education and pre-qualification programs.	Ongoing	TEF Committee and Central Council of ICWAI	TEF Committee and Central Council of ICWAI
44.	Ongoing	Incorporate specific standing order agenda item for ICWAI committees to review and respond to IESBA/IFAC requests for feedback from IFAC member bodies.	Ongoing	TEF Committee and Central Council of ICWAI	TEF Committee and Central Council of ICWAI
45.	Ongoing	Review and update Action Plan once a year to ensure that it reflects the overall objectives under this SMO.	Ongoing	TEF Committee and Central Council of ICWAI	TEF Committee and Central Council of ICWAI
<i>Review of ICWAI's Compliance Information</i>					
46.	Ongoing	Perform periodic review of ICWAI response to SMO 4 Section of the IFAC Compliance Self-Assessment questionnaire and update the response as necessary. Once updated inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	TEF Committee and Central Council of ICWAI	TEF Committee and Central Council of ICWAI

**Action Plan Subject:** SMO 5 - International Public Sector Accounting Standards and Other IPSASB Guidance  
**Action Plan Objective:** Continue efforts to promote adoption of IPSAS and effectively support and disseminate the work of the IPSASB

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background:</i>					
<p>The Government Accounting Standards Advisory Board (GASAB) constituted by the Comptroller &amp; Auditor General of India formulates Indian Government Accounting Standards (IGASs) on cash basis for union government, state governments and union territories with legislative assemblies. GASAB uses corresponding IPSAS development of Indian standards, wherever possible. Recently, the government of India decided to implement accrual accounting in governments of India. Once this decision is implemented, GASAB is likely to formulate the standards on accrual basis in line with IPSASs.</p> <p>Role of ICWAI is limited in this area. This past year, ICWAI attended one of the meetings of GASAB, wherein technical inputs of ICWAI were provided on the process of moving from cash basis to accrual basis of accountancy.</p>					
<i>Promote the adoption of IPSAS</i>					
47.	2010	ICWAI will continue to provide necessary technical inputs where requested by Government of India in order to support the process of adoption and implementation of IPSAS in India.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Maintaining Ongoing Processes</i>					
48.	Ongoing	Review of implementation of investigations and disciplinary system to ensure it functions as intended, and update action plan once a year.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Review of ICWAI's Compliance Information</i>					

<b>#</b>	<b>Start Date</b>	<b>Actions</b>	<b>Completion Date</b>	<b>Responsibility</b>	<b>Resource</b>
49.	Ongoing	Perform periodic review of ICWAI response to SMO 5 Section of the IFAC Compliance Self-Assessment Questionnaire and update the response as necessary. Once updated, inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	Central Council of ICWAI	Secretary, ICWAI

**Action Plan Subject:** SMO 6 - Investigation & Discipline  
**Action Plan Objective:** Strengthen compliance with standards and codes through the adoption of an investigative and disciplinary regime that meets the requirements established in SMO 6

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>ICWAI has a Disciplinary Committee that was established by the Cost and Works Accountants Act, 1959 (with amendments).</p> <p>The Disciplinary Committee of ICWAI, maintains 5 (five) members and is comprised of the following:</p> <ul style="list-style-type: none"> <li>• President or Vice President of the Institute acts as Presiding Officer.</li> <li>• Two members are selected from amongst the members of the Council.</li> <li>• Two members are nominated by the Central Government.</li> <li>• The Director (Discipline) of the Institute acts as Secretary.</li> </ul> <p>A summary of Section 21 of the CWA Act Regulations 12 to 18 is provided below. These regulations dictate the procedures in regard to enquiries into misconduct of members:</p> <ul style="list-style-type: none"> <li>• On receipt of information by, or of a complaint made to it, the Council arrives at, a prima facie opinion whether or not a member of the Institute is guilty of any professional or other misconduct.</li> <li>• If the Council is prima facie of opinion that a member of the Institute has been guilty of any professional or other misconduct, the Council refers the case to the Disciplinary Committee which holds an enquiry and reports the result of its enquiry to the Council.</li> <li>• If the member pleads guilty, the Disciplinary Committee shall record the plea and submit its report to the Council. The member has a right to defend himself before the Disciplinary Committee either in person or through a legal practitioner or any other member.</li> <li>• The Disciplinary Committee submits its report to the Council.</li> <li>• Where the report of the Disciplinary Committee determines that the member is guilty of professional and/or other misconduct, a copy of the Report of the Disciplinary Committee is furnished to the member and he is given the opportunity of a hearing by the Council.</li> <li>• The Council considers the report of the Disciplinary Committee along with the representation of the member, if any, and if in its opinion, a further enquiry is necessary, causes such further enquiry to be made whereupon a further report is submitted by the Disciplinary Committee.</li> </ul>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
<ul style="list-style-type: none"> <li>• If the Council believes that there is a case of professional and/or other misconduct, it furnishes a copy of its findings to the member and requests his/her presence at a hearing. The Council, after hearing the member passes its orders either reprimanding the member or removing his name from Register of Members for such period not exceeding five years.</li> <li>• If the order is for removing the name from Register of Members for a period exceeding five years, it will forward the case to the High Court with its recommendations.</li> <li>• An aggrieved member may appeal to the High Court against the orders of the Council imposing any penalties. The High Court may hear this appeal and pass such orders as it may deem fit.</li> </ul>					
<i>Strengthening of the Investigation and Disciplinary System (I&amp;D)</i>					
50.	Oct. 2011	Review SMO 6 and familiarize with key components of a strong investigation, disciplinary and appeals (I&D) system.	Sept. 2012	Disciplinary Committee of ICWAI	Director (Discipline) of ICWAI
51.	Oct. 2011	Review current system of I & D to identify gaps in alignment with SMO 6.	Sept. 2012	Disciplinary Committee of ICWAI	Director (Discipline) of ICWAI
52.	Oct. 2012	Draft a report identifying current gaps and suggested actions needed to enhance alignment with SMO 6.	Sept. 2013	Disciplinary Committee of ICWAI	Director (Discipline) of ICWAI
<i>Maintaining Ongoing Processes</i>					
53.	Ongoing	Continue to promote the importance of standards and codes through CPD and public outreach activities, and clearly communicate the consequences of non-compliance.	Ongoing	CEP Committee and Central Council of ICWAI	Director (CEP) and Director (Discipline) of ICWAI
54.	Ongoing	Review of implementation of investigations and disciplinary system to ensure it functions as intended, and update action plan once a year.	Ongoing	Central Council of ICWAI	Director (Discipline) of ICWAI
<i>Review of ICWAI's Compliance Information</i>					

<b>#</b>	<b>Start Date</b>	<b>Actions</b>	<b>Completion Date</b>	<b>Responsibility</b>	<b>Resource</b>
55.	Ongoing	Perform periodic review of ICWAI response to SMO 6 Section of the IFAC Compliance Self-Assessment questionnaire and update the response as necessary. Once updated inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	Central Council of ICWAI	Director (Discipline) of ICWAI

**Action Plan Subject:** SMO 7 - International Financial Reporting Standards (IFRS)

**Action Plan Objective:** Promote Convergence with IFRS

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background:</i>					
<p>Indian Accounting Standards (AS) are developed by the Institute of Chartered Accountants in India (ICAI) and are based on IFRSs. ICAI has recently announced that it plans to fully converge to IFRSs by April 1, 2011. ICWAI has no responsibility with regards to setting accounting standards. However, as part of using its best endeavours, ICWAI assists in the implementation of IFRSs in India by providing education and training for professional accountants through its CEP programs. Additionally, to support understanding of IFRS, ICWAI has launched On-line and Off-line Certificate courses for its members, students and others interested in attaining greater knowledge on the standards.</p>					
<i>Promote the Use of IFRSs</i>					
56.	Feb. 2011	To start short term off-line courses on IFRSs.	Completed: Course started in Feb. 2011	CEP Committee and Council of ICWAI	Director (CEP)
57.	Feb. 2011	To have short term online courses on IFRSs.	Completed: Course started in May 2011	Professional Development Committee and Council of ICWAI	Director (Professional Development)
58.	May 2011	To have short term online and offline courses on IFRSs, Valuations Management, etc. topics related to the profession.	Sept. 2011	Advanced Studies Committee and Council of ICWAI	Director (Advanced Studies)
59.	Ongoing	Monitor pronouncements of IASB and ensure members have access to updated translations of standards, exposure drafts and other pronouncements.	Ongoing	WTO and International Committee of ICWAI	Director (International Affairs) or In-charge (International Affairs)

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Maintaining Ongoing Processes</i>					
60.	Ongoing	Continue the implementation of the pre-qualification and CPD programs that incorporate financial reporting courses based on IFRS, and elaboration of IASB guidance, interpretations and other pronouncements.	Ongoing	CEP Committee and Council of ICWAI	Director (CEP)
61.	Regular	Update action plan as necessary.	Ongoing	Central Council of ICWAI	Secretary, ICWAI
<i>Review of ICWAI's Compliance Information</i>					
62.	Regular	Perform periodic review of ICWAI response to SMO 7 Section of the IFAC Compliance Self-Assessment Questionnaire and update the response as necessary. Once updated, inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	Central Council of ICWAI	Secretary, ICWAI