

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

Use of Information

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

ACTION PLAN

IFAC Member/Associate:	Institute of Certified Public Accountants in Ireland (ICPAI)
Approved by Governing Body:	Chief Executive
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GLOSSARY:

APB	Auditing Practices Board
ASB	Accounting Standards Board
CPD	Continuing Professional Development
EU	European Union
FRC	Financial Reporting Council
IASB	International Accounting Standards Board
IAASB	International Auditing and Assurance Standards Board
IES	International Education Standard
IEPS	International Education Practice Statements
IFRS	International Financial Reporting Standards
ISA	International Standard on Auditing
ISA UK and Ireland	International Standard on Auditing UK and Ireland
IAS	International Accounting Standards
ISAE	International Standard on Audit Engagement
ISRE	International Standards on Review Engagements
ISQC	International Standard on Quality Control
PAO	Institute's Practice & Audit Orientation Program
QA	Quality Assurance
SMEs	Small- and Medium-Enterprises
SMO	Statement of Membership Obligations

Action Plan Subject: SMO 1 and Quality Assurance

Action Plan Objective: Maintain ICPAI's quality assurance review system and ensure it complies with SMO1 and the EU 8th Directive on Statutory Audit

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background</i>					
<p>The Institute of Certified Public Accountants in Ireland has a mandatory Quality Assurance (QA) review programme in place for all audit firms. The scheme is compliant with the European Communities (Eighth Directive Regulations) 2009 on statutory audits of annual accounts and consolidated accounts.</p> <p>The QA process ensures that all member firms of the Institute of Certified Public Accountants in Ireland (ICPAI) maintain an appropriate level of professional standards in the performance of their duties and in the provision of services to clients.</p> <p>More information on the ICPAI's QA program can be found on the Certified Public Accountants (CPA) website at www.cpaireland.ie</p>					
<i>Updating Quality Control Standards Guidance</i>					
1.	June 2005	Adopt and update International Standard on Quality Control (ISQC) 1.	Completed	Director of Professional Standards	Professional Standards Department staff
2.	Ongoing	Review and update QA Bye-Law.	Completed	Director of Professional Standards	Professional Standards Department staff
3.	May 2006	Review and update QA Guidance – Members Charter of Rights.	Completed	Director of Professional Standards	Professional Standards Department staff
<i>Developing Education and Training Products</i>					
4.	June 2005	Develop International Standard on Quality Control Standard (ISQC) 1 Guidance booklet to assist members in designing and	Completed	Director-Professional Standards	Professional Standards Department staff

#	Start Date	Actions	Completion Date	Responsibility	Resource
		documenting appropriate quality control policies.			
5.	June 2005	Publish ISQC 1 on website.	Completed	Director- Professional Standards	Professional Standards Department staff
6.	January 2005	Include module on ISQC 1 and the QA process in the audit orientation course which is mandatory for all new applicants for audit certificates.	Completed	Director- Professional Standards	Professional Standards Department staff
7.	January 2005	Develop QA Resource on website.	Completed and updated regularly as appropriate	Director- Professional Standards	Professional Standards Department staff
8.	June 2009	Develop a series of workshops designed to assist members in the preparation for a QA visit and in the development of quality control policies.	Conducted on an annual basis through the Continuous Professional Development (CPD) programme	Director- Professional Standards	Professional Standards Department staff
<i>Maintaining Ongoing Processes</i>					
9.	Ongoing	Review QA system on an ongoing basis to ensure it meets its objectives.	Reviewed on an annual basis.	Director- Professional Standards	Professional Standards Department staff
10.	Ongoing	Review of the QA system to ensure it reacts appropriately to current economic conditions.	Reviewed on an ongoing basis.	Director- Professional	Professional Standards Department staff

#	Start Date	Actions	Completion Date	Responsibility	Resource
				Standards	
11.	Ongoing	Review the QA system upon transposition of the 8 th Company Law Directive on Statutory Audit.	Ongoing	Director-Professional Standards	Professional Standards Department staff
<i>Review of ICPAI's Compliance Information</i>					
10.	Ongoing	Perform periodic review of ICPAI's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to SMO 1 as necessary. Once updated inform IFAC Compliance staff about the updates in order for them to republish updated information.	Ongoing	Director-Professional Standards	Professional Standards Department staff

Action Plan Subject: SMO 2 and International Education Standards
Action Plan Objective: Continue to use best endeavours to ensure that ICPAI's education and training complies with IES requirements

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background</i></p> <p>The ICPAI trains students for admission to the Institute, which is a recognised body of auditors under Irish Company Law. Admission to the Institute as a professional accountant is contingent upon several criteria all of which must be satisfied. These are summarised as; passing the Institute's examinations in accordance with its Bye-Laws, satisfying its training requirement, satisfying its practical IT Competence requirement, being of good character, and paying the relevant admission to membership fees. Additionally, members who have three years relevant supervised training in practice, at least two of which must be post admission to membership, may apply to the Institute for an audit practice certificate upon completion of the Institute's Practice & Audit Orientation Programme (PAO) provided they pass PAO final assessment.</p> <p>The Institute has, since its 2005 examinations, prepared its auditing and accounting examinations in the context of the International Standards in Auditing UK & Ireland (ISA UK and Ireland), the International Accounting Standards (IAS), and the International Financial Reporting Standards (IFRS).</p> <p>Details of the ICPAI's Education and Training requirements for qualifying for admission to membership and for qualifying for a practicing certificate may be obtained from the Institute's website: www.cpaireland.ie</p>					
<p><i>Updating ICPAI's Education and Training Requirements</i></p>					
11.	September 2007	Publish a revised syllabus, for examination in 2008, after consultation with all the key stake holder groups and a two year development programme. The introduction of elective subjects in addition to mandatory subjects in the final academic year of this syllabus enables ICPAI students to tailor their qualification to their chosen career path either in industry or	Ongoing	Director of Education and Training, Education and Training Committee	5 Staff, 30 board of examiners

#	Start Date	Actions	Completion Date	Responsibility	Resource
		practice.			
12.	Annually	Review all Information Papers and International Education Practice Statements (IEPS) so as to ensure any gaps are identified and incorporated in a timely basis into the ICPAI education and training programme.	Ongoing	Director of Education and Training	Education and Training Committee, & 5 staff
<i>Supporting the Review and Development of International Education Standards</i>					
13.	Ongoing	Consider proposed IEPSs and Information Papers and make submissions during the consultation periods advised by IFAC.	Ongoing	Education and Training Committee	3 Staff
14.	Current	Publish IEPSs and Information Papers on website, in journal of accounting or e bulletins as appropriate.	Ongoing	Director of Education and Training	1 Staff
<i>Developing New Projects</i>					
15.	2008	Commission independent external review of ICPAI's education and examination QA processes. Favorable report presented to Council in September 2008.	Completed	Education and Training Committee	One senior academic from another national jurisdiction.
16.	December 2008	Established Academic Advisory Board which advises the Institute on the governance structures of the Institute's education and examination processes.	Ongoing	Council	7 Board members and secretary.
17.	2009	Introduce an Approved Training Partner (ATP) Programme. Employers accredited under the	Ongoing	Student Development	2 Staff

#	Start Date	Actions	Completion Date	Responsibility	Resource
		ICPAI - ATP programme are recognized as providing a structured training environment which meets the rigorous requirements of the ICPAI training and examination programme. ICPAI will operate an annual audit process of approved training partners.		Executive	
18.	2009	Introduce, in 2009, the requirement that each candidate applying for membership, in addition to submitting training records for a minimum of three years relevant experience, also submit completed competency return forms, signed by their training mentor(s).	Ongoing	Student Development Executive	2 Staff
<i>Maintaining Ongoing Processes</i>					
19.	Ongoing	Annually update the syllabus to ensure that changes in company and tax law, revisions to existing and / or the introduction of new auditing and accounting standards are incorporated. Developments in other areas such as corporate governance, financial management and strategic management are also considered and incorporated as appropriate.	Ongoing	Director of Education and Training	5 Staff
20.	Ongoing	Annually review the ICPAI education and training programme to ensure compliance with International Education Standards (IESs).	Ongoing	Director of Education and Training	1 Staff
21.	Ongoing	Issue revised syllabus annually. Publish syllabus, examination and training	Ongoing	Director of Education and	2 Staff

#	Start Date	Actions	Completion Date	Responsibility	Resource
		requirements on ICPAI website.		Training	
<i>Review of ICPAI's Compliance Information</i>					
22.	Ongoing	Perform periodic review of ICPAI's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to SMO 2 as necessary. Once updated inform IFAC Compliance staff about the updates in order for them to republish updated information.	Ongoing	Director of Education and Training	3 Staff

Action Plan Subject: SMO 3 and International Auditing Standards
Action Plan Objective: Continue to use best endeavour's to maintain an ongoing process to adopt ISAs and assist in the implementation of the adopted standards

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background</i></p> <p>ICPAI's membership obligations as a member of IFAC, to achieve international convergence with the International Standards issued by IFAC's constituent Boards and Committees, are reflected in the Institutes aims and work programme.</p> <p>International standards on Auditing</p> <p>There is a growing momentum for standards for auditors to be set on an international basis. As European legislation now may require UK and Irish audits to be conducted in accordance with International Standards on Auditing (ISAs), the Auditing Practices Board (APB), which is the official auditing standard-setter, has continued to invest a good deal of its time in influencing their development through contributing to the International Auditing and Assurance Standards Board (IAASB)'s Clarity Project. The clarity project was completed in March 2009. The 36 newly updated and clarified ISA's and the updated ISQC 1 have been effective for all audits of financial statements for periods beginning since 15 December 2009.</p> <p>Recognizing these developments the ICPAI is constantly updating its work programmes to ensure that adequate training and sufficient guidance is given to members in light of these developments.</p> <p>The ICPAI plays an important participative role in the activities of IFAC and the APB in the form of contributions to consultation papers issued and has recently put forward a submission to the APB agreeing that the ISAs (UK and Ireland) should be updated to reflect improvements in the underlying international auditing standards.</p>					
<p><i>Maintaining Ongoing Activities to Support the Standard-setting Process</i></p>					
23.	Ongoing	Produce ISA based audit programmes to ensure audit procedures are carried out in line with the framework.	Updated for Clarified ISAs in 2011	Director of Professional Standards	2 members of Institute technical staff

#	Start Date	Actions	Completion Date	Responsibility	Resource
24.	Ongoing	Issue responses to all relevant IAASB proposals with members made aware of IAASB proposals via member e Bulletins. This includes not just ISAs and but also International Standards on Assurance Engagements (ISAEs) and International Standards on Review Engagements (ISREs) as relevant. All responses posted to ICPAI website by the Audit Practices Sub Committee.	Ongoing	Director of Professional Standards	1 member of Institute technical staff and members of the audit practices sub committee
<i>Providing Education and Training Products and Services</i>					
25.	Ongoing	Deliver courses on audit (including refresher courses) as appropriate.	Ongoing. Courses are provided on a recurring basis.	Director of Members Services	3 members of Institute technical staff, CPD and Communication Executives and the Institute CPD Committee
26.	Ongoing	Provide technical support to members via our technical support service.	Provided on an ongoing basis	Director of Professional Standards	3 members of Institute technical staff
27.	Ongoing	ICPAI also have dedicated webpages providing technical resources to members updated on an ongoing basis including our recently developed Credit Crunch Resource.	Completed and updated regularly	Director of Professional Standards	3 members of Institute technical staff and the communications executive.
<i>Review of ICPAI's Compliance Information</i>					
28.	Ongoing	Perform periodic review of ICPAI's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to	Ongoing	Director-Professional Standards	Professional Standards Department staff

#	Start Date	Actions	Completion Date	Responsibility	Resource
		SMO 3 as necessary. Once updated inform IFAC Compliance staff about the updates in order for them to republish updated information.			

Action Plan Subject: SMO 4 and the IFAC Code of Ethics
Action Plan Objective: Ensure members comply with the ICPAI Code of Ethics

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background</i>					
The ICPAI Code of Ethics includes the requirements of the Code of Ethics of the International Ethics Standards Board for Accountants (IESBA). The Code establishes the fundamental principles of professional ethics and provides a conceptual framework for the application of those principles.					
<i>Maintaining Ongoing Processes</i>					
29.	Ongoing	The ICPAI Code of Ethics is reviewed on an ongoing basis to ensure it complies with the IESBA Code of Ethics. Conduct a review of the Code of Ethics to ensure it meets the requirements of the IESBA Code of Ethics effective from 01 January 2011.	Completed	Director of Professional Standards	Staff of Professional Standards Dept
30.	Ongoing	Undertake ongoing review to ensure the ICPAI Code of Ethics complies with the IESBA Code of Ethics.	Reviewed on annual basis	Director of Professional Standards	Staff of Professional Standards Dept
<i>Education and Training and Products</i>					
31.	Ongoing	Develop Ethics Resource on the ICPAI website www.cpaireland.ie	Completed and regularly updated	Director of Professional Standards	Staff of Professional Standards Dept
32.	Ongoing	Include articles on Code of Ethics in the ICPAI journal – Accountancy Plus.	Completed regularly (Latest Dec 2010)	Director of Member Services	Staff of Professional Standards Dept

#	Start Date	Actions	Completion Date	Responsibility	Resource
33.	Ongoing	Include topics on various aspects of the Code of Ethics in the CPD program of events.	Completed annually. New online course developed.	Director of Member Services	Staff of Professional Standards Dept
34.	January 2005	Include module on ethics in the Practice and Audit orientation course which is mandatory for all new applicants for practising certificates.	Completed on a bi-annual basis	Director of Professional Standards	Staff of Professional Standards Dept
<i>Review of ICPAI's Compliance Information</i>					
35.	Ongoing	Perform periodic review of ICPAI's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to SMO 4 as necessary. Once updated inform IFAC Compliance staff about the updates in order for them to republish updated information.	Ongoing	Director-Professional Standards	Professional Standards Department staff

Action Plan Subject: SMO 5 “International Public Sector Accounting Standards and other IPSASB Guidance”
Action Plan Objective: Continue to support and encourage the Financial Reporting Council in the UK and the European Union to adopt International Public Sector Accounting Standards

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background</i>					
<p>The Irish Government has responsibility for adopting public sector accounting in Ireland and has not established convergence with IPSAS as an objective. Both cash and accrual are permitted for the preparation of financial statements and the Government has no plans to adopt IPSAS.</p> <p>A significant number of ICPAI members work at a senior level within public services. ICPAI provides policy and technical advice to members on public sector accounting, financial management, performance measurement and related topics.</p>					
<i>Work on the adoption and development of International Public Sector Standards</i>					
37.	Ongoing	Continue to lobby in Ireland and Europe for the adoption of International Public Sector Accounting Standards (IPSAs).	Ongoing	Director of Professional Standards	2 staff
38.	Ongoing	Continue to respond to International Public Sector Accounting Standards Board (IPSASB) Exposure Drafts of Standards and other statements.	According to IPSASB timetable	Director of Professional Standards	2 staff
39.	Ongoing	Continue to solicit the views of ICPAI members on IPSASB’s exposure drafts.	According to IPSASB timetable	Director of Professional Standards	2 staff
<i>Maintaining Ongoing Processes and Services</i>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
40.	Ongoing	Continue to publish details of IPSASB pronouncements through ICPAI's journal Accountancy Plus and the ICPAI Members eBulletin.	Details published as appropriate.	Communication Executive	1 staff
<i>Review of ICPAI's Compliance Information</i>					
41.	Ongoing	Perform periodic review of ICPAI's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to SMO 5 as necessary. Once updated inform IFAC Compliance staff about the updates in order for them to republish updated information.	Ongoing	Director Professional Standards	1 staff

Action Plan Subject: SMO 6 and Investigation and Discipline
Action Plan Objective: Operate the ICPAI’s Investigation and Disciplinary processes in accordance with ICPAI Bye-laws and in the public interest

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background</i>					
<p>The CPA Investigation Committee investigates complaints made about members of CPA and establishes whether or not there is evidence of a prima facie case of misconduct. The Disciplinary Committee appoints disciplinary tribunals to hear cases referred by the Investigation Committee. Both the Investigation and Disciplinary Committee consist of a majority of non-members of the Institute.</p> <p>The Irish Auditing and Accounting Supervisory Authority (IAASA) was established pursuant to the provisions of Part 2 of the Companies (Auditing and Accounting) Act, 2003. Under Section 8 of the Act, one of the principle objectives of the IAASA is to supervise how the prescribed accountancy bodies regulate and monitor their members. For further details please see their website at www.iaasa.ie</p> <p>A booklet is available on the CPA website which sets out details of the CPA Complaints Process.</p>					
<i>Revising the Investigation and Disciplinary Bye-Laws</i>					
43.	June 2008	The Investigation and Disciplinary Bye-laws are currently being revised. We await approval from the Irish Auditing and Accounting Supervisory Authority of changes made. These changes are largely designed to clarify language used and to improve disciplinary processes where possible.	Completed – Revisions effective from 14 May 2010	Director of Professional Standards	Director of Professional Standards
<i>Maintaining Ongoing Processes</i>					
44.	Ongoing	Continue to administer the Investigation and Disciplinary Process in accordance with the current ICPAI Bye-laws.	Ongoing. Annual report prepared for	Director of Professional Standards	Investigation and Disciplinary Committees.

#	Start Date	Actions	Completion Date	Responsibility	Resource
			regulator.		
<i>Review of ICPAI's Compliance Information</i>					
45.	Ongoing	Perform periodic review of ICPAI's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to SMO 6 as necessary. Once updated inform IFAC Compliance staff about the updates in order for them to republish updated information.	Ongoing	Director-Professional Standards	Professional Standards Department staff

Action Plan Subject: SMO 7 and International Financial Reporting Standards
Action Plan Objective: Ensure ongoing convergence with International Financial Reporting Standards

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background</i></p> <p>The Financial Reporting Council (FRC) is responsible for developing financial reporting standards for the UK and Ireland (through its operating body the Accounting Standards Board, ASB) in response to evolving business practices, new economic developments and deficiencies being identified in current practice and addressing urgent issues promptly. These standards apply to entities preparing general purpose financial statements in accordance with generally accepted accounting practice.</p> <p>The ASB also work with the International Accounting Standards Board (IASB), with national standards-setters and relevant European Union (EU) institutions to encourage high quality in the IASB's standards and their adoption in the EU.</p> <p>For all accounting periods beginning on or after 1 January 2005, all Irish listed companies are required to prepare their consolidated (group) accounts in accordance with IFRS as endorsed by the European Commission. The interaction of IFRS accounting standards and Irish law is dealt with in detail in the European Communities (International Financial Reporting Standards and Miscellaneous Amendments) Regulations, 2005 (S.I. 116/2005). The effective date for the application of IFRS to debt listed parent companies is deferred to accounting periods beginning on or after 1 January, 2007.</p> <p>All other Irish companies may, if they so wish, prepare their consolidated and individual financial statements using IFRS. They are not, however, required to do so. Those that do not opt for IFRS are required to prepare what are known as 'Companies Act Accounts' (i.e. as opposed to IFRS Accounts). Companies Acts accounts are accounts prepared in accordance with the formats and accounting rules of Irish company law and applicable accounting standards. Applicable accounting standards in this context are the accounting standards issued by the UK Accounting Standards Board (ASB) for use in Ireland.</p> <p>Listed companies are fully compliant with IFRS in Ireland. Small and medium sized companies have the option.</p>					
<p><i>Maintaining Ongoing Activities to Support the Standard-setting Process</i></p>					
46.	Ongoing	The IFRS for Small- and Medium-Enterprises (SMEs) has not been adopted for use in Ireland.	Ongoing	Director of Professional	Two institute staff members and members on the

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		For the standard to apply to Irish companies it would have to be either adopted by the EU and rolled out across member states or adopted into UK and Irish GAAP by the ASB. Consultation on this by ASB is ongoing at present and ICPAI will be responding to the formal consultations in relation to the adoption of IFRS for SMEs in Ireland and will keep members informed of developments through e-Bulletins.		Standards	Financial Reporting sub-committee
47.	Ongoing	Comment where appropriate on IASB discussion documents notifying members and other interested parties.	Ongoing	Director of Professional Standards	Institute technical staff and Financial Reporting sub-committee with input from members
<i>Providing Education and Training Products and Services</i>					
48.	Ongoing	Continue to publish details of IASB pronouncements through ICPAI's journal Accountancy Plus and monthly e-bulletin to members. Deliver a programme of relevant, accounting and business related articles in its professional publications and via our website.	Completed on quarterly and monthly basis.	Director of Professional Standards	3 staff institute technical staff and Members communication executive
49.	Ongoing	Continue to provide CPD opportunities to members through courses both live and online events in relation to relevant issues.	Ongoing. Live events, webinars, and on-line courses are used.	Director of Members Services	CPE executive with input from Institute technical staff
50.	Ongoing	Continue to offer members assistance through	Completed on	Director of	Technical Staff professional

#	Start Date	Actions	Completion Date	Responsibility	Resource
		ICPAI's technical advisory service.	a regular basis	Professional Standards	standards and member services
51.	Ongoing	Offer a Diploma in IFRS to its members.	Completed and available to members	Director of Members Services	Director of members Services and the Institute CPE committee
<i>Review of ICPAI's Compliance Information</i>					
52.	Ongoing	Perform periodic review of ICPAI's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to SMO 7 as necessary. Once updated inform IFAC Compliance staff about the updates in order for them to republish updated information.	Ongoing	Director-Professional Standards	Professional Standards Department staff