

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.

Responses to the Part 1 Assessment of the Regulatory and Standard-Setting Framework Questionnaire and Part 2 SMO Self-Assessment Questionnaire provide 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:	Instituto Mexicano de Contadores Públicos, A.C. (IMCP)
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Glossary

ANFECA	Association of Accounting Schools in Mexico
CENEVAL	National Center for Evaluation of Education
CAC	IMCP's Quality Managing Commission
CINIF	Mexican Council for Research and Development of Financial Reporting Standards
CNBV	National Banking and Securities Commission
CNSF	National Insurance and Surety Commission
CONAA	IMCP's Auditing and Assurance Standards Commission
CONIF	IMCP's Financial Information Standards Commission
CPC	Certified Public Accountant
CTC	IMCP's Technical Commission of Quality
DGP	Federal Education Ministry
EDs	Exposure Drafts
GAAS	Mexican General Accepted Auditing Standards
IAASB	International Auditing and Assurance Standards Board
IAESB	International Accounting Education Standards Board
IASCF	International Accounting Standards Committee Foundation
IEPS	International Education Practical Statements
IES	International Education Standards for Professional Accountants
IESBA	International Ethics Standards Board for Accountants
IFRS	International Financial Reporting Standards
IMCP	Mexican Institute of Public Accountants
IPSAS	International Public Sector Accounting Standards
IPSASB	International Public Sector Accounting Standards Board
ISA	International Auditing and Assurance Standards
ISQC	International Standard of Quality Control
NEC	National Executive Committee of the IMCP
NFPC	Mexican Education Standards
SME	Small and Medium Enterprises
SMO	Statements of Membership Obligations
SMP	Small and Medium Practices
WB	World Bank

Action Plan Subject: General Goals of the Action Plan
Action Plan Objective: Define Environment, Challenges and Key Success Factors for Planning Cycle

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>General Background:</i></p> <p><i>Regulatory and Standard Setting Framework</i></p> <p>The IMCP is the prominent institution overseeing the accountancy profession in Mexico. Under article 5 of the Mexican Constitution, professional associations have been established to regulate their respective fields in Mexico. Within that framework, colegios (societies of public accountants) have been established throughout the country.</p> <p>Mexican General Accepted Auditing Standards (Mexican GAAS) are developed by IMCP’s Auditing and Assurance Standards Commission (the Commission) first established in 1955. IMCP follows IAASB work program and its due process includes review of draft and revised IAASB pronouncements. IAASB Handbook is translated by IMCP into Spanish in accordance with IFAC Translation Policy and published annually. The first IMCP Code of Ethics was drafted in 1925. IMCP develops its own Code of Ethics with a process to eliminate differences between IMCP’s Code and ethical requirements set out in the IFAC Code of Ethics</p> <p>The IMCP was one of the founding members of both the International Accounting Standards Committee in 1973—of which it remained an active member until that institution was succeeded by the IASB in 2001—and the International Federation of Accountants (IFAC) in 1977.</p> <p><i>IMCP Governance Framework</i></p> <p>The IMCP’s Governmental Sector VP created an independent body to serve as accounting standard-setter and has now delegated this function to the independent Mexican Board for Research and Development of Financial Reporting Standards (CINIF). The governing body is constituted by the Governing Board composed of the National Executive Committee and the Chairmen of the 60 federated colleges. The Governing Board delegates its authority directives in the National Executive Committee comprising the Chairman, Senior Vice President, Operations Vice-nine, five Regional Vice Presidents, Secretary, Treasurer and Protesorero. The agency is monitored by the Auditor and his administration by the Executive Director.</p> <p><i>Challenges and Key Success Factors</i></p> <p>IMCP follows IAASB work program and its due process includes review of draft and revised IAASB pronouncements. The IAASB Handbook is translated by IMCP into Spanish in accordance with IFAC’s Translation Policy and is published annually. IMCP successfully adopted and</p>					

implemented the ISA's. New and revised Mexican auditing standards are being adjusted with the clarity project and are being issued accordingly. Its translation of the standards has become the official translation of the standards adopted in several Hispanic countries. However, IMCP has a voluntary membership; it does not have the legal authority to change the educational standards or change the accounting education curriculum. Therefore, its capacity to communicate the adoption of international standards and to implement new education standards is limited. IMCP faces the challenges of educating and ensuring the adequate implementation of international standards and faces the challenge of the ongoing implementation efforts for the QA program.

Action Plan Subject: SMO 1 - Quality Assurance
Action Plan Objective: Implementation of Quality Assurance Review Program

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>In 2002, the Mexican Institute of Public Accountants (IMCP) planned to introduce a mandatory quality assurance (QA) review program for IMCP members performing audits of public interest companies. The program was planned to be managed by an independent body established by IMCP and relevant regulators (including the National Banking and Securities Commission CNBV and the National Insurance and Surety Commission CNSF). The establishment of a QA program is required by the Mexican Securities Act issued in late 2005.</p> <p>IMCP has finalized the development of a specific program to address start-up of an independent Quality Control Oversight Board but implementation has been delayed by federal authorities primarily because of funding issues</p> <p>It is expected that QA reviews will initiate by the third quarter of 2011. The Standard denominated Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements is effective since January 1, 2010; as a consequence, we believe that not only a review of all of the components of the system of quality control but engagement performance could be carried out during the third and fourth quarters of 2011.</p> <p>Additionally, a detailed working plan is in process and contemplates a train the trainers' session that will be held in three different locations (Mexico City, Monterrey and Guadalajara) which then will be replicated in most of the remaining IMCP's local chapters during 2011.</p>					
<p><i>Promote the need for a quality assurance review system aligned with the requirements of SMO1</i></p>					
1.	11/1/07	Compare the current Quality Assurance standard to IFAC's standards. Propose the necessary actions to align with IFAC.	7/11/08 Completed	IMCP's Legislative Vice President (VP) President of IMCP's Audit Standards and Procedures Commission	IMCP's Auditing and Assurance Standards Commission (CONAA)
2.	1/1/08	Issue draft of the following standards based on the assessment described above: a. Quality Control Standard No. 1	1/30/09	IMCP's Legislative VP President of IMCP's Audit Standards and Procedures	CONAA

#	Start Date	Actions	Completion Date	Responsibility	Resource
		(ISQC No. 1) b. Update of local standard (Bulletin 3020) c. Quality Assurance Review Standard	Completed 1/30/09 Completed 5/15/2009 Completed	Commission IMCP's Legislative VP President of IMCP's Audit Standards and Procedures Commission IMCP's Quality of the Professional Practice VP and President of the Technical Quality Commission	CONAA IMCP's Technical Commission of Quality (CTC)
3.	7/31/08	Receive comments on proposed standard for Quality Assurance Review as described above from IMCP membership.	10/31/09 Completed	IMCP's Legislative VP IMCP's Quality of the Professional Practice VP	CTC
4.	8/31/08	Propose changes to draft standards based on feedback received during Comment period.	1/31/10 Completed	IMCP's Legislative VP IMCP's Quality of the Professional Practice VP	CTC
5.	10/1/08	Issue final version of local Quality Assurance Review standard. Due to the numerous comments received demanding changes and/or clarifications to the standard it was decided to redraft the exposure draft sent for membership comment in order to incorporate suggestions received. As mentioned at point 2., the redrafting has been concluded	8/18/2010 Completed	IMCP's Legislative VP IMCP's Quality of the Professional Practice VP	CTC

#	Start Date	Actions	Completion Date	Responsibility	Resource
		and it has been approved by the NEC of the IMCP.			
6.	6/30/08	Prepare work plan to initiate internal QA reviews.	In process Q2 2012	IMCP's Chairman IMCP's Quality of the Professional Practice VP	CTC
7.	11/4/08	Official announcement of the appointment of the Quality of the Professional Practice VP during the Governance Board meeting of the IMCP.	8/19/2010 Completed	IMCP's Chairman IMCP's Quality of the Professional Practice VP	CTC
8.	11/6/08	Develop specific training plan for Quality Assurance Reviews, aimed at ensuring optimal performance and standardizing QA criteria. Materials that will be used for learning are in progress. The working plan includes a train the trainers' session that will be held in three different locations (Mexico City, Monterrey and Guadalajara) which then will be replicated in most of the remaining IMCP's local chapters of the country during 2011 and the first quarter of 2012.	In process Q2 2012	IMCP's Chairman IMCP's Quality of the Professional Practice VP	CTC
9.	8/1/09	Start QA reviews.	In process Q2 2012	IMCP's Quality of the Professional Practice VP	CTC IMCP's Quality Managing Commission (CAC)

#	Start Date	Actions	Completion Date	Responsibility	Resource
10.	Ongoing	Promote with federal authorities the start-up of an independent Quality Control Oversight Board.	Ongoing	NEC Federal authorities	Mexican Government Regulatory entities Public Accounting Firms
<i>New Developments</i>					
11.	4/30/09	Translation and distribution of the Guide to Quality Control for Small- and Medium-Sized Practices. http://www.imcp.org.mx/spip.php?article2089	8/31/09 Completed	IMCP's Quality of the Professional Practice VP	CTC
<i>Maintaining Ongoing Processes</i>					
12.	Ongoing	Continue to ensure that IMCP's QA review is operating effectively and continues to be in line with SMO 1 requirements. This includes periodic review of the operation of the quality review system and updating the Action Plan for future activities where necessary.	Ongoing	IMCP's Legislative VP IMCP's Quality of the Professional Practice VP	CTC
<i>Review of IMCP's Compliance Information</i>					
13.	Ongoing	Perform periodic review of IMCP'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 the Compliance staff to republish updated information.	Ongoing	IMCP's Legislative Vice President (VP)	IMCP's Quality of the Professional Practice VP CTC

Action Plan Subject: SMO 2 - International Education Standards
Action Plan Objective: Introduction of final examination and practical experience for non-certified members

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>A license to practice public accountancy, awarded by the Ministry of Education for holders of at least a Bachelor of Arts (BA) degree in Accounting, is the only requirement to become a member of IMCP. Membership in IMCP, however, is voluntary and consists of certified and non-certified members. In 1999 IMCP introduced voluntary certification of public accountants (<i>Contador Publico Certificado – CPC</i>). Although this certification is voluntary, only CPCs can perform audits of public interest companies registered with CNBV and CNSF. IMCP planned initially to issue the final version of Mexican Education Standards, aligned with IES as applicable by 2012.</p> <p>The action items under SMO 2 have not progressed according to the initial Action Plan, due primarily to the delay in the completion of the translation of the <i>International Education Standards</i> by the World Bank (WB). On March 2009, IMCP received the final translation from WB and the Commission is working in the review of the IES translation. The groups of experts have been formed and are working in the content of each examination by discipline. The IMCP expects to issue the final version of the Mexican IES by 2012 with the collaboration of Association of Accounting Schools in Mexico (ANFECA). The original planned date was January 31, 2009.</p>					
<p><i>Raise awareness of the requirements of the IESs (1-4)</i></p>					
1.	10/1/07	Create a specific Education Commission within IMCP aimed at leading the effort toward convergence with International Education Standards.	10/31/07 Completed	IMCP's Legislative VP	NEC IMCP's Legislative VP
2.	1/1/08	Distribute International Education Standards among the members of the Education Commission and other parties involved in constructing the action plan towards convergence, for their review and comments.	1/31/08 Completed	IMCP's Legislative VP IMCP's Education Commission	IMCP's Legislative VP Members of IMCP's Education Commission
3.	3/1/08	Assess accounting education in Mexico	3/31/08	IMCP's Legislative VP	Members of IMCP's

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		by identifying differences and areas of opportunity in the current environment. A document describing the Mexican education system was prepared.	Completed	IMCP's Education Commission	Education Commission
4.	4/1/08	Initiate convergence process towards International Education Standards by adopting and translating the international standards that do not require further adjustments and drafting local versions for those that require certain levels of change. On March 2009, we received the final translation from WB (including the latest modifications to IES).	9/3/09 Completed	IMCP's Legislative VP IMCP's Education Commission	Members of IMCP's Education Commission Additional funding for translation work could potentially be provided by the World Bank
5.	8/1/08	Align Mexican Education Standards to IMCP's Code of Ethics and distribute IFAC's toolkit among relevant parties.	6/30/11	IMCP's Legislative VP IMCP's Education Commission Federal Education Ministry (DGP)	Members of IMCP's Education and Ethics Commissions
<i>Implement the requirements of IES 5</i>					
6.	8/1/08	Develop proposed method for documenting practical experience and ensure that such experience is relevant.	During 2011	IMCP's Legislative VP IMCP's Education Commission	Members of IMCP's Education Commission

#	Start Date	Actions	Completion Date	Responsibility	Resource
7.	8/1/08	Present proposed action plan for establishing specialized professional practices within IMCP. The groups of experts have been formed.	Second half of 2011 Completed	IMCP's Legislative VP IMCP's Education Commission	Members of IMCP's Education Commission
8.	9/1/08	Issue final draft of Mexican Education Standards with comment period of two months as required in IMCP's By-laws. That period was extended to 5/31/10 in order to receive more responses from the IMCP's members and universities (ANFECA).	12/31/10 Extended to 5/31/10	IMCP's Legislative VP IMCP's Education Commission	NEC
<i>Implementation of IES 8 requirements</i>					
9.	9/30/08	Initiate awareness campaign focused on relevant federal authorities in order to promote improvements in current education programs. This activity started among authorities, universities, accounting firms and other interested parties.	Ongoing	IMCP's Education VP IMCP's Education Commission ANFECA	Members of IMCP's Education Commission
10.	9/30/08	Develop procedures for accounting firms in Mexico to document compliance with the requirements of IES 8. Once the process of disclosure of Mexican IES is concluded, we will continue with this activity.	2013 (subject to the issue of final IES 8)	IMCP's Education Commission	Members of IMCP's Education Commission Accounting Firms

#	Start Date	Actions	Completion Date	Responsibility	Resource
11.	1/31/09	<p>Issue Mexican Education Standards aligned with IES as applicable.</p> <p>Signing of a collaboration agreement with ANFECA for preparing the final version of the Mexican Education Standards.</p>	<p>2012</p> <p>14/04/11 Completed</p>	IMCP's Legislative VP	<p>NEC</p> <p>IMCP's Education Commission</p>
12.	7/1/08	<p>In order to achieve higher levels of certification among IMCP's membership, develop certification exams by specialized fields of professional experience.</p> <p>The specialization areas will be Taxation, Finance, Costs, Financial Accounting and Governmental Accounting and Auditing.</p> <p>The preparation of certification exams by discipline (specialized field) is in progress.</p> <p>We expect to finish some areas by the end of the second quarter of 2011.</p>	6/30/11	<p>Certification Board</p> <p>IMCP's Education VP</p>	<p>Members of IMCP's Education Commission</p> <p>Joint effort with the National Center for Evaluation of Education (CENEVAL)</p>
13.	1/1/09	<p>Develop local program for continuous professional education related to IES 8.</p> <p>This activity was started with the support of the Continuous Professional Education Commission.</p>	Ongoing	<p>IMCP's Continuous Professional Education Commission</p> <p>IMCP's Education Commission</p>	<p>Members of IMCP's Education Commission</p> <p>Joint effort with IMCP's Commission for Continuous Professional Education</p>

#	Start Date	Actions	Completion Date	Responsibility	Resource
14.	1/31/10	Making standards known, both during the comment period and once they have been issued. This implies putting together a toolkit containing materials for different media. Videos, presentations and written material have been prepared. 15 different seminars and conferences were carried out during 2010.	5/30/10 Completed	IMCP's Legislative VP IMCP's Education Commission	Members of the Education Commission
15.	1/31/10	Translating the IEPS to determine whether they should be adopted or adjusted on the basis of local features. IEPS 1, 2 and 3 have been already translated.	10/31/10 Completed	IMCP's Legislative VP IMCP's Education Commission	Members of the Education Commission
16.	4/01/10	Developing Mexican Education Standards (NFPC) implementation procedures at professional accounting associations, as well as recommendations for implementation by universities or institutions of higher learning and accounting firms.	During 2011	IMCP's Legislative VP IMCP's Education Commission ANFECA	Members of the Education Commission
<i>Maintaining Ongoing Processes</i>					
17.	Ongoing	Continue to use best endeavors to ensure IMCP's education requirements continue to incorporate all IES requirements. This includes review of the existing requirements and preparation of the Action Plan for the future activities where necessary.	Ongoing	IMCP's Education VP	Members of IMCP's Education Commission

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Review of IMCP's Compliance Information</i>					
18.	Ongoing	Perform periodic review of IMCP'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 the Compliance staff to republish updated information.	Ongoing	IMCP's Education VP	Members of IMCP's Education Commission

Action Plan Subject: SMO 3 - International Auditing and Assurance Standards
Action Plan Objective: Submit information on differences between Mexican GAAS and IAASB Pronouncements

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>Mexican General Accepted Auditing Standards (Mexican GAAS) are developed by IMCP's Auditing and Assurance Standards Commission (the Commission) first established in 1955. IAASB Pronouncements and ISAs in particular are compared with Mexican GAAS to eliminate differences. IMCP follows IAASB work program and its due process includes review of draft and revised IAASB pronouncements. The IAASB Handbook is translated by IMCP into Spanish in accordance with IFAC's Translation Policy and is published annually.</p> <p>IMCP distributed a convergence plan and conclusions to IMCP's Local Chapters in April, 2009 and to other Mexican stakeholders, including the Mexican Stock Exchange and other regulatory authorities, and Mexican Trade and business Organizations.</p> <p>Actions are in progress according to plan. IMCP is in the process of receiving feedback from the other Mexican stakeholders. Additionally, new and revised Mexican auditing standards are being adjusted with the clarity project and are being issued accordingly.</p>					
<p><i>Begin implementation of IAASB pronouncements and ISAs</i></p>					
1.	12/1/07	Secure involvement of key IMCP commissions in analyzing Mexican Auditing Standards in relation to ISAs.	2/1/08 Completed	IMCP's Legislative VP	CONAA
2.	2/1/08	Identify main differences between Mexican Auditing Standards and ISAs.	3/31/08 Completed	IMCP's Legislative VP	CONAA
3.	4/1/08	Draft plan for convergence of Mexican Auditing Standards with ISAs.	4/30/08 Completed	IMCP's Legislative VP	CONAA
4.	5/1/08	Present the plan for convergence to NEC and obtain its approval.	5/15/08 Completed	IMCP's Legislative VP	CONAA

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#	Start Date	Actions	Completion Date	Responsibility	Resource
5.	5/1/08	Issue an analysis of main differences identified. (So far, differences have been identified in ten standards, including the issuance of an umbrella standard on quality control for all assurance engagements).	10/31/08 Completed	IMCP's Legislative VP	CONAA
6.	1/1/08	Complete detailed review of Assurance standards.	2/28/09 Completed	IMCP's Legislative VP	CONAA
7.	5/31/08	Distribute convergence plan and conclusions to IMCP's local chapters in order to obtain feedback.	3/31/09 Completed	NEC	CONAA IMCP's Legislative VP
8.	7/1/08	Distribute convergence plan and conclusions to other Mexican stakeholders, including the Mexican Stock Exchange and other regulatory authorities, and Mexican Trade and Business Organizations in order to obtain their feedback.	6/30/10	NEC	CONAA IMCP's Legislative VP
9.	Ongoing	Draft new set of local standards fully converged with ISAs.	Ongoing	IMCP's Legislative VP	NEC CONAA
10.	Ongoing	Establish comment period for local standards fully converged with ISAs, in accordance with IMCP's By-laws.	Ongoing	IMCP's Legislative VP	NEC CONAA
11.	Ongoing	Make adjustments based on feedback received by IMCP's membership.	Ongoing	IMCP's Legislative VP	NEC CONAA

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#	Start Date	Actions	Completion Date	Responsibility	Resource
12.	Ongoing	Issue new set of local standards fully converged with ISAs, which will be effective for audits performed after 12/31/11 (with some exceptions).	12/31/11	IMCP's Legislative VP	NEC CONAA
<i>Maintaining Ongoing Processes</i>					
13.	Ongoing	Review new and revised ISAs issued by IAASB. Identify and communicate issues that could compromise convergence. Propose actions. New and revised Mexican auditing standards are adjusted with the clarity project and are being issued accordingly.	Ongoing	IMCP's Legislative VP	CONAA
14.	Ongoing	Quarterly reviews of convergence efforts. Obtain feedback and adjust as required.	Ongoing	IMCP's Legislative VP	CONAA
15.	Ongoing	Review of the implementation of the Action Plan to date and updating the Action Plan for future activities as necessary.	Ongoing	IMCP's Legislative VP	CONAA
<i>Review of IMCP's Compliance Information</i>					
16.	Ongoing	Perform periodic review of IMCP's response to the IFAC Compliance Self-Assessment questionnaires and update sections relevant to SMO 3 as necessary. Once updated inform IFAC Compliance staff about the updates in order for the Compliance staff to republish updated information.	Ongoing	IMCP's Legislative VP	CONAA

Action Plan Subject: SMO 4 - IESBA Code of Ethics

Action Plan Objective: Implementation of 2006 version of the IESBA Code of Ethics and ongoing convergence

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>The first IMCP Code of Ethics was drafted in 1925. IMCP develops its own Code of Ethics with a process to eliminate differences between IMCP's Code and ethical requirements set out in the IFAC Code of Ethics. IMCP planned to issue a new Ethics Code, aligned with IFAC's 2006 version to become mandatory in Mexico as of January 30, 2009, and to issue guidance and examples for new IMCP's Code of Ethics by May 31, 2009.</p> <p>Actions have been completed according to plan.</p> <p>IMCP planned in 2010 to align the Mexican Code of Ethics with the revised Code of Ethics for Professional Accountants issued by the IESBA in June 2009.</p>					
<p><i>Completed actions</i></p>					
1.	1/1/08	Review of IESBA's and IMCP's Ethics Code to identify significant differences.	4/30/08 Completed	IMCP's Legislative VP IMCP's Ethics Commission	NEC IMCP's Ethics Commission
2.	5/1/08	Draft document highlighting key differences between both Ethics Code and recommendations for convergence.	5/31/08 Completed	IMCP's Legislative VP IMCP's Ethics Commission	IMCP's Ethics Commission
3.	6/1/08	Draft new version of IMCP Ethics Code which includes all changes needed to ensure convergence with the 2006 IESBA Ethics Code.	7/4/08 Completed	IMCP's Legislative VP IMCP's Ethics Commission	NEC

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#	Start Date	Actions	Completion Date	Responsibility	Resource
4.	3/31/08	Establish a comment period for new IMCP Ethics Code as required by local By-laws.	5/31/08 Completed	IMCP's Legislative V IMCP's Ethics Commission	IMCP's membership
5.	9/1/08	Make changes to new IMCP Ethics Code based on comments received.	11/13/08 Completed	IMCP's Legislative VP IMCP's Ethics Commission	IMCP's Ethics Commission
6.	10/1/08	Issue new Ethics Code, aligned with IESBA's 2006 version, which will become mandatory in Mexico as of 10/10/08.	10/9/08 Completed	IMCP's Legislative VP IMCP's Ethics Commission	NEC IMCP's staff
7.	10/2/08	Draft guidance and examples on implementing the new Code of Ethics for review and comments.	4/21/09 Completed	IMCP's Legislative VP IMCP's Ethics Commission	NEC
8.	10/17/08	Make changes to guidance and examples based on comments received.	5/22/09 Completed	IMCP's Legislative VP IMCP's Ethics Commission	IMCP's Ethics Commission
9.	10/25/08	Issue guidance and examples for new IMCP's Code of Ethics.	6/12/09 Completed	IMCP's Legislative VP IMCP's Ethics Commission	NEC IMCP's staff
10.	10/31/09	Align the Mexican Code of Ethics with the revised Code of Ethics for Professional Accountants issued by IESBA on June 2009.	6/30/11	IMCP's Legislative VP IMCP's Ethics Commission	NEC
<i>Maintaining Ongoing Processes</i>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
11.	Ongoing	Continue to support ongoing adoption and implementation of the IESBA Code of Ethics. This includes review of the implementation of the Action Plan to date and updating the Action Plan for future activities as necessary.	Ongoing	IMCP's Legislative VP	IMCP's Ethics Commission
<i>Review of IMCP's Compliance Information</i>					
12.	Ongoing	Perform periodic review of IMCP'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 the Compliance staff to republish updated information.	Ongoing	IMCP's Legislative VP	IMCP's Ethics Commission

Action Plan Subject: SMO 5 - International Public Sector Accounting Standards
Action Plan Objective: Continue to use best endeavors to promote use of IPSASs

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>In 2008, convergence with IPSASs had been established by the Mexican Congress through the General Law of Governmental Accountability. The Ministry of Finance and IMCP cooperated for its implementation. The IMCP's Governmental Sector VP created an independent body and several other Mexican regulatory bodies to serve as accounting standard-setter.</p> <p>The Mexican Council for Research and Development of Financial Reporting Standards (CINIF) has been invited to express an opinion about the standards issued by the Advisory Committee for Accounting Standardization, being the IMCP coordinator of the determination on governmental accounting standards, which consider the financial reports required to be issued by all government entities at the three levels of government, i.e., federal, state and municipal. As a result of including CINIF in the Advisory Committee, a clear and permanent communications channel is established between the two accounting regulatory bodies for their involvement in international accounting standards for regulatory purposes in the public sector in Mexico.</p>					
<p><i>Promote continuous harmonization with IPSASs</i></p>					
1.	Ongoing	Continue to develop clear communication channels with the Ministry of Finance and the Advisory Committee in order to promote the use of IPSASs.	Ongoing	NEC	IMCP Governmental Sector VP
2.	Ongoing	Continue to act as a liaison between Government ministries and CINIF in order to monitor the issuance of financial reporting standards for governmental entities.	Ongoing	NEC	IMCP Governmental Sector VP

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3.	Ongoing	Continue to build clear communication channels with CINIF in order to ensure continuous adoption and implementation of IPSASs.	Ongoing	NEC	IMCP Governmental Accounting Commission
4.	Ongoing	Develop training program on IPSASs to promote awareness on such standards and promote their use.	Ongoing	IMCP Governmental Accounting Commission	IMCP Governmental Accounting Commission
<i>Maintaining Ongoing Processes</i>					
5.	Ongoing	Continue to identify opportunities to further assist in the implementation of ISPASs. This includes review of the existing activities and preparation of the Action Plan for future activities where necessary.	Ongoing	NEC	IMCP Governmental Accounting Commission
<i>Review of IMCP's Compliance Information</i>					
6.	Ongoing	Perform periodic review of IMCP'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 the Compliance staff to republish updated information.	Ongoing	NEC	IMCP Governmental Accounting Commission

Action Plan Subject: SMO 6 - Investigation and Discipline
Action Plan Objective: Strengthening of Investigation and Disciplinary Processes

#	Start Date	Actions	Completion Date	Responsibility	Resource
<p><i>Background:</i></p> <p>IMCP has responsibility for investigating and disciplining their members. The mechanism is operated by the National Honor Board and 59 local Honor Committees. IMCP's Part 2 response suggested that only a relatively small number of cases had been heard (20-30 cases annually). At the time the Action Plan was prepared, IMCP was planning to appoint a By-Laws Commission to draft recommendations to strengthen the current investigation and discipline (I&D) process. The recommendation included a list of 9 significant changes, including an introduction of four corporate governance committees. The changes were originally to be voted on in November 2008 and issued to be effective in November 2009. A second vote, however, was necessary by January 31, 2009 and the new by-laws were approved on February 16, 2009.</p> <p>All actions were completed as planned and the vote to make the changes was passed. IMCP continues to fulfill the ongoing actions as established in the plan.</p>					
<p><i>Implementation of Investigation and Discipline processes</i></p>					
1.	2/1/08	Appoint IMCP's By-laws Commission to draft recommendations to strengthen the current I&D processes.	3/31/08 Completed	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission
2.	4/1/08	Review recommendations arising from the analysis performed by the By-laws Commission. Some of the changes that are proposed include: a. Establish a Quality Assurance VP and an	4/30/08 Completed	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<p>Education Commission.</p> <p>b. Consider the possibility of including non-accounting professionals on the Honor and Justice Commission.</p> <p>c. Strengthen penalties in accordance with IFAC's recommendations.</p> <p>d. Promote the use of specific guidance to improve the leadership transition (Chairman and Executive Committee) in IMCP's local chapters.</p> <p>e. Promote the certification process by areas of specialization. Establish a Certification Board that includes members of NEC and other participants from government and trade/business organizations (Finance, Tax, Academic, Evaluation, and Education).</p> <p>f. Definition of specific responsibilities for IMCP's Financial Auditor and Compliance Officer.</p> <p>g. Officially introduce IMCP's Four Corporate Governance Committees:</p> <ul style="list-style-type: none"> Audit Committee Evaluation and Compensation Committee Finance Committee Risk and Planning Committee. <p>h. Open the possibility that individual Chapters send a representative to IMCP's Governance Board.</p>			

#	Start Date	Actions	Completion Date	Responsibility	Resource
		i. Adjust certain functions and responsibilities of members of the NEC in order to strengthen their performance.			
3.	6/1/08	Discuss recommended changes with the NEC and obtain approval on final version.	6/30/08 Completed	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission
4.	7/4/08	Comment period as required by local By-laws.	9/4/08 Completed	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission
5.	9/4/08	Voting of changes to By-laws.	1/31/09 Completed	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission
6.	11/5/08	Issuance of changes to local By-laws, becoming effective 11/7/09.	2/16/09 Completed	IMCP's Governance Board IMCP's Legislative VP	IMCP's Legislative VP IMCP's By-laws Commission

#	Start Date	Actions	Completion Date	Responsibility	Resource
7.	Ongoing	Consider the possibility that the Honor and Justice Commission may independently open investigations without a formal request from an interested party.	Ongoing	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission
<i>Maintaining Ongoing Processes</i>					
8.	Ongoing	Continue to use best endeavors to ensure IMCP's investigation and disciplinary mechanism continues to address all SMO 6 requirements. This includes review of the existing mechanism and updating the Action Plan for future activities where necessary.	Ongoing	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission
<i>Review of IMCP's Compliance Information</i>					
9.	Ongoing	Perform periodic review of IMCP'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 the Compliance staff to republish updated information.	Ongoing	IMCP's Legislative VP IMCP's By-laws Commission	IMCP's Legislative VP IMCP's By-laws Commission

Action Plan Subject: SMO 7 - International Financial Reporting Standards
Action Plan Objective: IMCP should continue developing education and training activities to ensure effective implementation of the Mexican GAAP

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Background:</i>					
<p>CINIF is responsible for developing accounting standards. IMCP is a founding member of CINIF and at the time the Action Plan was prepared, IMCP is using its best endeavors to address the requirements set out in SMO 7. IMCP is the official translator of IFRS into Spanish in Mexico and regularly translates and publishes IFRS' Bound Volume in accordance with the IASCF's (International Accounting Standards Committee Foundation) approved due process.</p> <p>IMCP continues the process of working with CINIF and participating actively as a member of the Technical Consulting Committee. IMCP provided early feedback to CINIF regarding the new standards projects. IMCP also continues to seek to have active participation in the IASB and respond to all comment processes initiated by the IASB.</p>					
<i>Maintain awareness of IFRS</i>					
1.	Ongoing	<p>Continue to work with CINIF on drafting new financial reporting standards to ensure proper convergence with IFRS:</p> <ul style="list-style-type: none"> • We reviewed all exposure drafts (EDs) issued by CINIF and provided to them our comments. • As requested by the CINIF, we participated in drafting the EDs. • We elaborated the Exhibit V supplement of Mexican NIF, included in the book issued by the CINIF with respect the differences between Mexican NIF versus IFRS. • We issued technical position letters 	Ongoing	IMCP's Financial Information Standards Commission (CONIF)	CONIF

#	Start Date	Actions	Completion Date	Responsibility	Resource
		to assist public accountants in better understanding the accounting principles under Mexican NIF or IFRS.			
2.	Ongoing	<p>Continue to participate actively as a member of CINIF's Technical Consulting Committee in order to ensure adequate oversight prior to issuance of new financial reporting standards that converge with IFRS:</p> <ul style="list-style-type: none"> • We have a seat in the Technical Committee with voice and vote. • We have monthly meetings the second Monday of each month. 	Ongoing	CONIF	President of CONIF
3.	Ongoing	<p>Seek active participation with IASB in order to provide valuable input to CINIF regarding the IASB standard-setting process and the issuance of new international financial reporting standards.</p> <ul style="list-style-type: none"> • We provided to CINIF our technical comments regarding the EDs issued by IASB, before the issuance of the response letter prepared by CINIF. • We have participated in the panels organized by IASB and CINIF in Mexico to provide our technical comments about financial instruments, impairment and hedge accounting. 	Ongoing	CONIF	Members of CONIF

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Maintaining Ongoing Processes</i>					
4.	Ongoing	<p>Continue to use best endeavors by identifying opportunities to further assist in implementation of IFRS. This includes review of the existing activities and updating the Action Plan for the future activities where necessary.</p> <ul style="list-style-type: none"> • Starting February 2010, the CNBV, incorporated the “Transition Committee to the IFRS”, integrated, among others, by representatives of the CNBV, CINIF, Mexican Stock Exchange, public companies, auditing firms and the president of the CONIF. This committee has scheduled bi-monthly meetings. • The objective of this committee is to provide guidance, advice and technical positions to any party interested in the process of implementation of the IFRS for public companies in Mexico, except those of the financial sector, with due date on 2012. 	Ongoing	CONIF	CONIF
<i>Review of IMCP’s Compliance Information</i>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
5.	Ongoing	<p>Perform periodic review of IMCP'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 the Compliance staff to republish updated information.</p> <ul style="list-style-type: none"> • We reviewed that response each quarter. Last review was dated on March 31, 2011. 	Ongoing	CONIF	CONIF