

Background Note on Action Plans

SMO Action Plans are developed by IFAC Members and Associates to demonstrate fulfillment of IFAC Statements of Membership Obligations (SMOs). SMOs require IFAC Members and Associates to support the adoption¹ and implementation² of international standards and other pronouncements issued by independent standard-setting boards under the auspices of IFAC as well as by the International Accounting Standards Board (IASB); and to establish a Quality Assurance (QA) review and Investigation and Disciplinary (I&D) systems.

IFAC Members and Associates conduct a self-assessment against the requirements of SMOs and identify areas where improvements are needed. Based on the results of the assessment, Members and Associates develop an SMO Action Plan to (a) demonstrate how they fulfill the requirements of the SMOs and (b) where some requirements are not yet addressed, to present plans towards their fulfillment.

SMO Action Plans are designed to be ever-green documents that provide a comprehensive description of the accountancy profession and its legislative and regulatory environment in the jurisdiction as well as the actions undertaken by IFAC Members or Associates to support adoption and implementation of international standards and best practices.

Regular updates of the SMO Action Plans are required as part of the IFAC Member Compliance Program.

Use of Information

Please refer to the [Disclaimer](#) published on the Compliance Program website.

ACTION PLAN

IFAC Member:	Institute of Chartered Accountants of Barbados (ICAB)
Approved by Governing Body:	Council of ICAB
Original Publish Date:	April 2010
Last Update:	July 2021
Next Update:	July 2024

¹ *Adoption* is concerned with the decision that international standards are appropriate for use in specific national financial reporting environments and with the actions necessary to effect those decisions, including incorporation into national requirements or requiring the use of international standards through law. Adoption may include a process to review draft international standards, translation, public exposure of proposed standards, approval, incorporation into national requirements as necessary, and promulgation of final standards, and, where applicable, a convergence process to eliminate or minimize differences between international and national standards.

² *Implementation* may include a process to build awareness of the adopted standards, provide relevant education and training, develop or disseminate implementation guidance and any other activities that promote proper understanding and use of the standards in practice.

GLOSSARY

ACCA	Association of Chartered Certified Accountants
AICPA	American Institute of Certified Public Accountants
CA ANZ	Chartered Accountants Australia and New Zealand
CAI	Chartered Accountants Ireland
CIMA	Chartered Institute of Management Accountants
CPA Australia	Certified Practising Accountants Australia
CPA Canada	Chartered Professional Accountants Canada
CPD	Continuing Professional Development
IAASB	International Auditing & Assurance Standards Board
IAESB	International Accounting Education Standards Board
IASB	International Accounting Standards Board
ICAB	Institute of Chartered Accountants of Barbados
ICAC	Institute of Chartered Accountants of the Caribbean
ICAEW	Institute of Chartered Accountants of England and Wales
ICAS	Institute of Chartered Accountants of Scotland
IESBA	International Ethics Standards Board for Accountants
IFAC	International Federation of Accountants
IPSASB	International Public Sector Accounting Standards Board
ISA	International Standards on Auditing

Action Plan Subject: Overview of the Institute of Chartered Accountants of Barbados (ICAB)
Action Plan Objective: This Section Describes the Environment, Challenges and Key Strategies of ICAB.

General Information:

Professional Accountancy Organization

Barbados is an independent nation in the Caribbean with a population of 286,641 and nominal GDP per capita of US\$17,58. The Institute of Chartered Accountants of Barbados (ICAB) was given its legal status as a Public Accountancy Organization by the Parliament of Barbados through the Institute of Chartered Accountants of Barbados (Incorporation) Act 1974 (Cap. 369A) of the Laws of Barbados. This legislation confers on ICAB the rights and responsibilities of standard setter and regulator of accounting and auditing in Barbados.

At October 31, 2020 ICAB had a membership of 1,044 (including 181 of whom held practising certificates). ICAB members are designated Chartered Accountants and use the designatory letters CA (ordinary members) or FCA (fellows of the institute). The vast majority of practising members are licensed as auditors but some are issued with limited specialty practising certificates in taxation or advisory services. The number of students pursuing professional accounting qualifications at October 31, 2020 was 839. These students can qualify for membership after completing the requisite academic and practical experience requirements in accordance with SMO 2.

ICAB is a member of the International Federation of Accountants (IFAC) and the Institute of Chartered Accountants of the Caribbean (ICAC).

Regulation of the Accountancy Profession

Section 5 of the Institute of Chartered Accountants of Barbados (Incorporation) Act allows ICAB to make rules and regulations for the accounting & auditing profession in Barbados. Based on this legal authority, ICAB has made the following:

7. ICAB By-Laws
8. ICAB Disciplinary Regulations
9. ICAB Public Practice Regulations
10. ICAB Students Regulations
11. ICAB Fellowship Regulations
12. ICAB Code of Ethics (the ICAB By-Laws define these as follows: "Code of Ethics" means the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants". As such ICAB automatically accepts and adopts the latest version of the IESBA Code of Ethics)

ICAB is a self-regulatory organization and the only PAO recognized in national law. It has responsibility for the following general aspects of regulation of the accounting and auditing profession in Barbados.

7. Entry into the profession and the use of professional titles
8. Licensing of the accountancy professionals (Auditors only)
9. Maintaining registries of accounting professionals

10. Monitoring performance of professional accountants
11. Establishing rules
12. Maintaining systems for investigation and discipline

Audit Oversight Arrangements

There is no Public Audit Oversight Authority in Barbados.

Recent Projects & Other Initiatives

Updated Regulations

Since the last IFAC Action Plan Update in 2017 ICAB By-Laws and Regulations were updated as follows:

3. The ICAB By-Laws were amended in May 2018.
4. The CPD Regulations were amended in May 2018.

Caribbean Report on the Observance of Standards and Codes (ROSC) Accounting & Auditing

In June 2015 The World Bank published its ROSC on the accounting and auditing sector in the Caribbean. The title of the report was "Strengthening financial reporting regimes and the accountancy profession and practices in selected Caribbean countries". Barbados was included in the review and the results included in the report as Annex 4 which contained an assessment of the accounting, financial reporting, and auditing practices in the public and private sectors in Barbados together with policy recommendations to enhance the quality of financial reporting. The proposed reform actions at the national level were grouped under the following four headings:

5. Prepare a national strategy for the development of a sound and well-functioning Corporate Financial Reporting Regime, including the cost of its implementation.
6. Strengthen the capacity of national regulatory bodies and oversight entities to ensure compliance with financial reporting standards and/or foster better accounting and budgetary capacity for the use of public funds.
7. Amend the law and regulations to further improve financial reporting requirements and the quality of accounting and auditing products.
8. Strengthen the capacity of the professional accountancy organization to ensure compliance with financial reporting standards and to better fulfill the national professional role, including its responsibilities to members.

In the absence of financial support from the World Bank or any other entity, ICAB used its own resources and focused its implementation efforts on strengthening its capacity as a PAO and amending regulations to improve the quality of accounting and auditing.

ICAB Strategic Plan

As part of ICAB's Strategic Plan 2015-2018, ICAB re-ordered its priorities, adjusted its agenda, and restructured its committees in order to ensure successful implementation of the plan. In January 2020, ICAB's Council approved a new 2020-2022 Strategic Plan for ICAB. Following is a summary of the progress on the implementation of the SMOs at September 30, 2020.

SMO	Responsibility	Status	Action Required
SMO 1 – Quality Assurance	Direct	Continued practice reviews for all auditors with special regime for auditors of PIEs. Practice Monitoring Committee reviews adverse reports and recommends further actions including disciplinary action.	Drafting of Practice Monitoring Regulations. Quality reviews for firms providing non-audit services.
SMO 2 – IESs and other pronouncements by the IAASB	Direct	IES7 adopted and reflected in CPD Regulations. CPD committee develops annual training plan to keep members current and competent. iMIS database manages CPD filing and tracking. Random audits of members performed.	Continue to include workshops on Taxation and legislative changes in the annual CPD programme.
SMO 3 – International Standards and other pronouncements by IAASB	Direct	ISAs adopted along with other pronouncements such as ISREs, ISAEs, ISRSs and ISQCs.	Continue to support members in understanding and implementing.
SMO 4 – IESBA Code of Ethics for Professional Accountants	Direct	IESBA Code of Ethics adopted as the ICAB Code of Ethics. Annual Ethics Workshop.	Continue to support members in understanding and applying.
SMO 5 – IPSAS and other pronouncements by the IPSASB	No Direct	Financial Management & Audit Act 2007 adopted IPSAS as the standard for public sector accounting. Accrual accounting since 2007. With the repeal of the Financial Management & Audit Act 2007 in 2019, the Public Finance Management Act 2019 specifies IPSAS as the primary standard for public sector accounting	Support the Government in fully implementing; e.g. Consolidation. Provide training for members in the public sector.

SMO 6 – Investigations & Discipline	Direct	ICAB Act gives legal authority to discipline members and students. However, ICAB has no authority over non-members. Disciplinary Regulations were approved at the AGM in May 2016. Committees for Investigation, Discipline & Appeals made Independent of Council.	Continue to support members and the public in understanding.
SMO 7 – IFRS and other pronouncements by the IAASB	Direct	IFRS and the IFRS for SMEs adopted. Accounting & Auditing Standards Committee issues guidance to members on application issues. Annual CPD Workshops on updates in IFRS and the IFRS for SMEs.	Continue to support members in understanding and implementing.

Governance Improvement Project

One of the major projects from the strategic plan 2015-2018 was the Governance Improvement Project which focused on both conformance and performance dimensions of ICAB. The design of the project was largely based on IFAC’s guidance on governance for professional accountancy organizations (PAOs). The Ethics, Governance and Risk (EG&R) Committee was given responsibility for the project and during the year it developed governance policies and procedures for Confidentiality, Conflict of Interest, and Efficient & Effective Committees. As a result, with effect from January 1, 2016 there was a new system for the appointment and management of committees. In addition, all members of Council, Committees, and Staff are required to make declarations with respect to confidentiality and conflicts of interest. The EG&R Committee is currently reviewing these governance policies with a view to updating them.

Beginning in 2014 (for Council), and 2015 (for Committees), the EG&R Committee administered self-evaluation governance surveys, which focussed on establishing a baseline assessment for the governance framework relating to the functioning of Council and committees, and based on that, made recommendations to Council for improvement. In 2019 the EG&R Committee reviewed the surveys and decided on a new approach which places greater emphasis on assessing performance. Specifically, the surveys will assess the effectiveness of the president and committee chairs, the effectiveness of council and committee members, and the overall performance of Council and its committees. The new surveys will be used starting with the 2020 evaluations. In line with what has obtained previously, reports on the findings of the new surveys will be presented to members in the ICAB Annual Report.

Action Plan Subject: SMO 1–Quality Assurance
Action Plan Objective: Ensure a Mandatory Quality Review Program is in Place for those Members Performing Audits, Reviews or other Assurance and Related Services Engagements of Financial Statements.

Background:

ICAB has responsibility for the licensing and regulation of auditors in Barbados. It has direct responsibility for quality assurance and has a mandatory system of practice monitoring for all auditors with a special regime for auditors of public interest entities (PIEs).

The Companies Act Cap. 308 of the Laws of Barbados, requires all publicly listed companies and companies with gross revenues or assets in excess of Bds\$4 million to have an annual audit conducted by an auditor holding a Practising Certificate from ICAB. Government regulators of banking and other financial institutions require them to be audited. These include commercial banks, merchant banks, trust companies, credit unions, insurance companies and finance companies.

ICAB adopts the ISAs and all other pronouncements of the IAASB without modification (ISREs, ISAEs, ISRSs and ISQCs). As such the ISAs are Barbados' national GAAP.

ICAB started its QA program in January 2009 as part of a tripartite Monitoring Contract between ICAB, ACCA and ICAC to monitor audit quality. On expiration of the first contract, the parties signed a new contract which became effective on January 1, 2016 and expires on December 31, 2021. The QA review cycle is 6 years but auditors of public interest entities (PIEs) are reviewed every three years. Auditors with unsatisfactory reports are reviewed on a shorter cycle. All practising members who perform audit services are covered by the reviews. ICAB has appointed a Practice Monitoring Committee to receive and review all reports from the ACCA team of Practice Reviewers. In the case of unsatisfactory reports, the Committee recommends further action ranging from, corrective action, to disciplinary action in accordance with the ICAB Disciplinary Regulations. The results of the practice monitoring program are published each year in ICAB's Annual Report.

#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Drafting of Practice Monitoring Regulations</i>					
1.	July 2016	Incorporate the guidelines, administrative directives, and best practice information into a single set of practice monitoring regulations to be made under section 5 of the ICAB Act.	May 2022	Council	Practice Monitoring & By-Law Review Committees
#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Support the Implementation of the Quality Assurance Program</i>					

2.	July 2016	Public education programme about the role of practice monitoring in promoting the public interest. This includes articles placed in the news media.	Ongoing	Executive Director	Practice monitoring committee, Communications consultant Articles placed in the news media Information communicated in ICAB's radio programme and in videos
3.	July 2016	Provide technical support to members to increase the number of satisfactory outcomes. 1. Host Practice Monitoring Workshops to train SMPs on how to improve their outcomes. 2. Guide members in the development and implementation of an Action Plan for correcting deficiencies following an unsatisfactory report.	Ongoing Annual Ongoing	CPD Committee Practice Monitoring Committee	Expert speakers such as past reviewers Executive Director
<i>Review of ICAB's Compliance Information</i>					
4.	March 2016	Perform review of revised SMOs and ICAB's SMO Action Plan and update relevant sections as necessary. Once updated inform IFAC compliance staff about the update in order for the compliance staff to republish updated info.	October 2020	Executive Director	Council

Action Plan Subject: SMO 2–International Education Standards for Professional Accountants and Other Pronouncements issued by the IAESB
Action Plan Objective: Continue to support the implementation of all IES Requirements #1-8.

Background:

ICAB has direct responsibility for initial professional development (IPD) and continuous professional development (CPD) of professional accountants in Barbados. The ICAB Students Regulations set out the requirements for IPD while the ICAB CPD Regulations set out requirements for CPD.

ICAB does not administer its own accounting education program (exams, etc.) and has entered into an agreement with ACCA since 1982 for a Joint Examination Scheme to satisfy its IPD requirement. In addition, qualified members of ACCA, AICPA, CA ANZ, CAI, CIMA, CPA Australia, CPA Canada, ICAEW, ICAS, and certain other bodies of accountants who may be recognized as approved professional bodies of ICAB from time to time can apply and be accepted as members of ICAB once they fulfill the requirements of their primary body.

Currently, ICAB does not perform a final assessment, which covers Barbados taxation, and legal matters. At this time there are no plans to develop this assessment as required by SMO 2. However, every year as part of its annual CPD programme, ICAB hosts an annual Tax Update Workshop. ICAB also periodically offers seminars in legislative updates as part of its CPD programme, however this not mandatory.

New ICAB CPD Regulations were adopted in May 2014 which included the requirements of the revised IES7. These regulations were amended in 2018 to allow for the sharing of information on member compliance upon request by an approved professional body. The CPD Committee develops an annual training plan to keep members current and competent. ICAB members are required to file CPD annual returns and ICAB maintains a database of member's CPD hours. ICAB's members' database (iMIS) automatically records members' attendance and CPD hours for ICAB seminars. CPD compliance is tested by periodically randomly selecting and auditing a sample of members. The CPD Regulations make provision for disciplinary action for non-compliance.

The requirements of IES 8 are also reflected in ICAB's Public Practice Regulations.

#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Support to Members in Meeting IES 7 CPD Requirements</i>					
5.	July 2016	Arrange at least 100 hours of relevant CPD training for members.	Annual	CPD Committee	CPD Committee
6.	July 2016	Continue to improve mechanisms to monitor members' compliance with CPD requirements and to impose appropriate sanctions for non-compliance.	Ongoing	Executive Director	CPD Committee & Disciplinary Committee

7.	July 2016	15% of members plus Council and the CPD Committee selected for the audit of their CPD submissions. Compliance checks made for number of hours.	Periodically	CPD Committee	Secretariat Staff
#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Participate in International Standard-Setting</i>					
8.	July 2016	Acquire a technical staff resource at the ICAC level, to assist with responding to International Accounting Education Standards Board (IAESB) exposure drafts and providing training and interpretations. Discussions are ongoing at ICAC about the appointment of technical staff to provide advice to the eight member bodies of ICAC.	Ongoing	ICAB representative on ICAC Board	ICAC's Technical Committee
9.	January 2010	Continue to support adoption and implementation of IAESB pronouncements, including review of the implementation of the Action Plan to date and updating the Action Plan for future activities as necessary.	Annually	Chr. CPD Committee	CPD Committee
<i>Review of ICAB's Compliance Information</i>					
10.	March 2016	Perform review of revised SMOs and ICAB's SMO Action Plan and update relevant sections as necessary. Once updated, inform IFAC compliance staff about the update in order for the compliance staff to republish updated info.	October 2020	Executive Director	Council

Action Plan Subject: SMO 3–International Standards and Other Pronouncements Issued by the IAASB
Action Plan Objective: Continue to Improve and Maintain Ongoing Process to Adopt and Implement IAASB standards and other Pronouncements.

Background:					
<p>ICAB is responsible for setting auditing standards in Barbados in accordance with Section 5 of the Institute of Chartered Accountants of Barbados (Incorporation) Act 1974. ICAB adopts the pronouncements as issued by the IAASB as its national standards. The Companies Act Cap. 308 of the Laws of Barbados, requires all publicly listed companies and companies with gross revenues or assets in excess of Bds\$4 mil (from January 2014), to have an annual audit conducted by an auditor holding a Practising Certificate from ICAB. Government regulators of banking and other financial institutions require them to be audited. These include commercial banks, merchant banks, trust companies, credit unions, insurance companies and finance companies.</p> <p>ICAB continuously reviews and responds to IAASB Exposure Drafts. In addition, ICAB holds an annual seminar to update members on all the new standards issued by IAASB.</p>					
#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Education and Awareness Building</i>					
16.	July 2016	Continue in the provision of training focused on the application by SMPs of IAASB pronouncements including ISA's, related Practice Statements and other papers. For example, in September 2019 a Practice Monitoring workshop was held for SMPs. It focused heavily on ISQC1, common breaches of the IESBA Code of Ethics, and other practice management and quality control issues.	Ongoing	Executive Director	CPD Committee & Accounting and Auditing Standards Committee
17.	September 2016	Schedule an annual one-day seminar providing updates on developments in ISA's over the past year, including new standards issued and changes to existing standards. When warranted additional seminars are held.	Annual	Executive Director	CPD Committee & Accounting and Auditing Standards Committee

#	Start Date	Action	Completion Date	Responsibility	Resource
18.	September 2016	In 2016 ICAB's Accounting and Auditing Standards Committee prepared guidance for members on the application of the auditor reporting standard. The guidance package included; Illustrations of Auditors' Reports; Description of the Auditors' Responsibilities for the Audit of the Financial Statements; and Limitation Clauses in the Auditor's Report. This material is currently being reviewed and updates will be emailed to members and placed on the website.	Ongoing	Executive Director	Accounting and Auditing Standards Committee
19.		Inform members of the publication of exposure drafts by email and invite them to comment.	Ongoing	Executive Director	Accounting and Auditing Standards Committee
<i>Maintaining Ongoing Processes</i>					
20.	July 2016	Acquire a technical staff resource at the ICAC level, to assist with responding to IAASB exposure drafts and providing training and interpretations. Discussions have been ongoing with ICAC for some time about the appointment of technical staff to provide advice to the eight member bodies of ICAC. In the interim, ICAB's Accounting and Auditing Standards Committee is also actively engaged in responding to relevant exposure drafts issued by the IAASB.	Ongoing	ICAB representative on ICAC Board	ICAC is examining the feasibility and funding for this resource to service 8 member Institutes
21.		The ICAB Accounting and Auditing Standards Committee sometimes will also prepare an analysis of the impact of the proposals on Barbados.	As necessary	Executive Director	Accounting and Auditing Standards Committee
<i>Review of ICAB's Compliance Information</i>					
22.	March 2016	Perform review of revised SMOs and ICAB's SMO Action Plan and update relevant sections as necessary. Once updated inform IFAC compliance staff about the update in order for the compliance staff to republish updated info.	October 2020	Executive Director	Council

Action Plan Subject: SMO 4–IESBA Code of Ethics for Professional Accountants
Action Plan Objective: Adoption and implementation of the Code of Ethics for Professional Accountants (IESBA Code of Ethics) issued by the International Ethics Standards Board for Accountants.

Background:

ICAB has direct responsibility for maintaining high ethical standards among its members as mandated by the ICAB Act and the ICAB By-Laws.

In 2014 when ICAB amended its By-Laws it defined the Code of Ethics as follows, “Code of Ethics” means the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants”. This was the method used to legally ensure that ICAB automatically adopts the most current version of the IESBA Code of Ethics. All members are required to comply with the Code of Ethics.

ICAB notifies all members of the publication of exposure drafts by email and invites them to submit their comments.

In August 2017, ICAB’s Ethics, Governance & Risk (EG&R) Committee issued a Guidance Document to members on “**Responding to Non-Compliance with Laws and Regulations (NOCLAR)**” which alerted members to important amendments to the IESBA Code of Ethics that came into effect on July 15, 2017.

In keeping with its mandate to provide members and others with advice on the interpretation of the rules of professional conduct, on March 14, 2019 the EG&R Committee issued a Guidance Document to members on “**International Ethics Standards Board of Accountants (IESBA) Revised Code of Ethics for Professional Accountants (including International Independence Standards)**” which became effective on July 15, 2019. This document alerted members about the revised name of the code – the International Code of Ethics for Professional Accountants (including International Independence Standards) and highlighted the updates. Information about the new Code of Ethics was also provided to members and non-members at ICAB’s Annual Ethics Workshop in November 2018.

#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Support Implementation</i>					
21.	November 2014	Since 2014, ICAB’s CPD programme has included an annual Ethics update or refresher seminar. In 2019 the Ethics Workshop was titled “Ethics – Back to Basics: and focused on the impacts of social change and broad marketplace influences on ethics including significant changes in the IESBA Code of Ethics with examples relating to gifts/entertainment, misconduct in the media and other considerations. It looked at local and global trends in ethics, and highlighted key elements of ethics programmes including whistle-blower helplines,	Annual	Executive Director	Ethics, Governance & Risk Committee

		<p>codes of conduct, training and communications for the enhancement of ethical culture.</p> <p>The 2020 programme will be titled “The Importance of Maintaining Ethical Behaviour During Disruption and Uncertainty”. It will include an overview of ethics including an examination of personal and professional ethics, an exploration of the effects of non-ethical behaviours and practices, consider ethics as a tool and the ethical traits that are necessary for professional development, promoting leadership and management, and consider the use of “Ethics and Corporate Governance” as necessary tools for business continuity in light of COVID-19.</p>			
22.	July 2016	<p>Consider acquiring a technical resource, at the ICAC level, to assist with responding to IESBA pronouncements and providing training, interpretations, counseling and advice.</p> <p>Update: 2020</p> <p>Discussions are still ongoing with ICAC about the appointment of technical staff to provide advice to the eight member bodies of ICAC. In the interim, the Ethics Governance & Risk Committee has assumed responsibility for this task going forward.</p>	Ongoing	ICAB representative on ICAC Board	ICAC is examining the feasibility and funding for this resource to service 8 member Institutes
#	Start Date	Action	Completion Date	Responsibility	Resource
23.	July 2016	Continue to support the adoption and implementation of IESBA pronouncements, including review of the implementation of the Action Plan to date and updating the Action Plan for future activities as necessary.	Annually	Chr. Ethics Committee	Ethics, Governance & Risk Committee
<i>Review of ICAB's Compliance Information</i>					
24.	March 2016	Perform review of revised SMOs and ICAB's SMO Action Plan and update relevant sections as necessary. Once updated inform IFAC compliance staff about the update in order for the compliance staff to republish updated info.	October 2020	Executive Director	Council

Action Plan Subject: SMO 5–International Public Sector Accounting Standards and Other Pronouncements Issued by the IPSASB
Action Plan Objective: Support the implementation of IPSAS.

Background:

ICAB has shared responsibility for the implementation of IPSAS; however, the government is responsible for the adoption of public sector accounting standards.

In 2007 the Barbados government adopted IPSAS and moved to the accrual accounting system for government and public sector accounting. To date IPSAS has only been partially implemented and is still to be fully implemented in the area of fixed assets and used for full consolidation. In addition, some government entities still use IFRS. ICAB served on a steering committee for phase one of the implementation of IPSAS. Phase TWO of the IPSAS Project was meant to be the production of consolidated financial statements for government, but the committee has since been disbanded. ICAB will continue to work with the government on the implementation and use of IPSAS.

In 2011 ICAB established a Public Sector Committee to sharpen its focus on accounting and auditing issues in the public sector, including ensuring relevant CPD for members working in the public sector. Since 2011 ICAB through its Public Sector Committee worked on the first phase in moving from the cash basis to the accrual basis of accounting including identifying priority areas for training such as IPSAS Updates, Asset Management and pensions Management, and the hosting of various CPD events including two IPSAS Update Seminars, and two Public Sector Conferences. ICAB will continue to work with the Ministry of Finance on the content of future seminars, and to arrange training and technical assistance to improve financial reporting in the public sector.

In 2019, the Barbados government passed the Public Finance Management Act, 2019 (the Act) to improve the management of public finance in Barbados, and to provide for greater accountability. The Act specifically identifies IPSAS as the primary accounting standard to be used by the government, and the Comptroller General is responsible for the setting of the accounting standards to be used by the government. The Act *inter alia* contains provisions aimed at improved corporate governance at state-owned enterprises (SOEs), sets out reporting and transparency requirements for periodic reports, describes the roles and responsibilities of key finance persons including the Minister responsible for Finance as part of the institutional strengthening of Government finance departments, establishes an internal audit function and office, and provides for expanded powers for the Auditor General, who is the auditor of the financial statements of the Barbados government. In 2019 ICAB submitted a proposal to the Barbados government on ways that it might provide assistance in the areas of corporate governance, financial accountability, reform of SOEs, training and certification for public finance officers, and institutional strengthening of finance departments. ICAB continues to be in discussion with the Barbados government regarding the various areas outlined in the proposal.

#	Start Date	Action	Completion Date	Responsibility	Resource
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Support for Implementation

27.	July 2016	Continue to work with government on the full implementation of IPSAS including the production of consolidated financial statements for Government.	Ongoing	Ministry of Finance	ICAB Public Sector Committee
28.	July 2016	Develop focussed CPD for accountants in the public sector.	Ongoing	Executive Director	CPD Committee, Public Sector Committee, Accountant General, Auditor General
#	Start Date	Action	Completion Date	Responsibility	Resource
29.	July 2016	ICAB previously approached the Caribbean Technical Assistance Centre (CARTAC) for technical assistance in the preparation of an IPSAS Manual. A draft manual was prepared by CARTAC in 2016 but it was never finalised. ICAB is to have further discussions with CARTAC about assistance for preparing an updated manual.	2021	Public sector Committee	PS Finance, Accountant General, Comptroller General, CARTAC
30.	July 2016	Ensure adequacy of professional development experience for accounting students and professional accountants working in the public sector. The Ministry of Finance coordinates the IPD requirements of accounting students employed by the Government by transferring through its department for tax, audit, financial reporting, etc. ICAB has focused more on the “soft skills” relevant to the transition from student to professional accountant. Since November 2016 ICAB has hosted a free Students Conference for accounting students in the public and private sectors. Topics included, career development, IT, International Standards Update, etc., as well as other smaller professional development sessions throughout the year.	Ongoing	Public Sector Committee	Public Sector Committee, Education & Student Services Committee
<i>Review of ICAB's Compliance Information</i>					
31.		ICAB notifies members of IPSASB pronouncements.	Ongoing	Executive Director	Public Sector Committee Accounting and Auditing Standards Committee

32.	March 2016	Perform review of revised SMOs and ICAB's SMO Action Plan and update relevant sections as necessary. Once updated inform IFAC compliance staff about the update in order for the compliance staff to republish updated info.	October 2020	Executive Director	Council
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Action Plan Subject: SMO 6–Investigation and Discipline
Action Plan Objective: Implement an Investigation and Discipline System that is Compliant with SMO 6.

Background:

ICAB has direct responsibility for the investigation and discipline of its members. The ICAB Disciplinary Regulations 2016 were approved by members as required in ICAB’s By-Laws. This measure effectively brought ICAB’s regulatory obligations with respect to investigations and discipline in line with the provisions of IFAC’s SMO 6. The regulations set out clear procedures for complaints to be made against members, the process for investigating those complaints, the range of offences and the applicable sanctions where the complaint has been proven. They also set clear procedural rules for the operations of the committees for Investigations, Discipline and Appeals.

In addition, ICAB’s By-Laws were amended to prevent members of Council from sitting on the Committees for Investigations, Discipline and Appeals, while mandating that non-accountants must be included on those committees to make these committees independent of Council. The aim of these measures is to increase public confidence in the committees.

There was one complaint received in 2015 which went through the committees for Investigations and Discipline. An appeal was made against the decision of the Disciplinary committee in 2016. The appeal was upheld by the Appeals Committee in 2019.

As at October 30, 2020, a second complaint had been received by ICAB in June 2020, which is currently before the Investigations Committee.

In September 2018 the Chair of ICAB’s Appeals Committee, ICAB’s Director of the Board of the Institute of Chartered Accountants of the Caribbean (ICAC), and ICAB’s Executive Director attended a Joint ICAC/ACCA Investigations & Discipline Workshop in Miami which looked at the Regulatory framework, landscape and governance, assessing complaints, conducting investigations, and instituting disciplinary proceedings, and other regulatory action.

In August 2020, to further enhance its Investigation & Disciplinary process, ICAB held an orientation session for the members of its Investigations, Disciplinary and Appeals Committees. The session comprised a review of ICAB’s Disciplinary Regulations and By-Laws related to Investigations and Discipline as well as SMO 6.

#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Support Implementation of the Investigation and Disciplinary System</i>					
35.	July 2016	Provide adequate technical, administrative and financial support to the Investigations, Disciplinary and Appeals Committees to allow for independent and effective functioning.	Ongoing	Council	Budget allocation
36.	May 2017	Publish annual report on disciplinary actions taken.	Annually	Council	ICAB Annual Report

37.	July 2016	Make the public aware of ICAB's complaints procedures. This includes reminders of the process on ICAB's 5-minute radio programme "Talking Finance with ICAB.	Ongoing	Executive Director	Press releases, radio, website and social media
<i>Review of ICAB's Compliance Information</i>					
38.	March 2016	Perform review of revised SMOs and ICAB's SMO Action Plan and update relevant sections as necessary. Once updated inform IFAC compliance staff about the update in order for the compliance staff to republish updated info.	October 2020	Executive Director	Council

Action Plan Subject: SMO 7–International Financial Reporting Standards and Other Pronouncements issued by the IASB
Action Plan Objective: Further Improve and Maintain Processes for Ongoing Compliance with IFRS.

Background:					
<p>ICAB has direct responsibility for setting national financial reporting standards. It has fully adopted IFRS and the IFRS for SMEs as national standards. ICAB does respond to IASB exposure drafts and during 2007 was active in commenting on the SME exposure drafts. Annually in conjunction with ACCA ICAB holds seminars to educate its members on all new IFRS's issued. An annual seminar is also held on the IFRS for SMEs.</p>					
#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Education and Awareness Building</i>					
39.	September 2016	<p>Conduct annual one day workshops for members providing updates on developments in IFRS over the past year, including new IFRS, exposure drafts, interpretations and other IASB pronouncements.</p> <p>In September 2020 the annual IFRS seminar was held in conjunction with ACCA and ICAC as a virtual webinar over two half-days. It focused on recognition and measurement of certain items on the financial statements, as well as presentation and disclosure issues related to the COVID-19 pandemic.</p>	Annually	Executive Director	Accounting & Auditing Standards Committee
40.	July 2016	<p>Conduct annual workshops for members providing updates on developments in the IFRS for SMEs over the past year, including amendments, exposure drafts, interpretations and other IASB pronouncements.</p> <p>In August 2020 the two-hour webinar focused on reporting the effect of COVID-19 on events after the reporting period, the going concern, and other miscellaneous topics, accounting for cryptocurrency, and the IASB Request For Information regarding possible amendments to the IFRS for SMEs.</p>	Annually	Executive Director	Accounting & Auditing Standards Committee

41.	July 2016	Inform members of IFRS exposure drafts where considered important in the local environment and relevant to a significant number of entities. Members to be notified of publication of all drafts (by email) and invited to comment.	Ongoing	Chr. Accounting and Auditing Standards Committee	Council & Members Members to be notified of publication of all drafts (by email) and invited to comment
#	Start Date	Action	Completion Date	Responsibility	Resource
<i>Participate in International Standard-Setting</i>					
42.	July 2016	Consider acquiring technical staff, at the ICAC level, to assist with responding to IASB exposure drafts, and providing IFRS training and interpretations. Discussions have been ongoing for sometime with ICAC about the appointment of technical staff to provide advice to the eight member bodies of ICAC. In the interim, ICAB's Accounting & Auditing Standards Committee responds to exposure drafts and prepares and circulates guidance documents on the implementation of revised standards.	Ongoing	ICAB representative on ICAC Board	ICAC is examining the feasibility and funding for this resource to service 8 member Institutes
43.	July 2016	Continue to support adoption and implementation of IASB pronouncements.	Ongoing	Chr. Accounting & Auditing Standards Committee	Accounting and Auditing Standards Committee
<i>Review of ICAB's Compliance Information</i>					
44.	March 2016	Perform review of revised SMOs and ICAB's SMO Action Plan and update relevant sections as necessary. Once updated inform IFAC compliance staff about the update in order for the compliance staff to republish updated info.	October 2020	Executive Director	Council