

Colegio de Contadores Públicos Autorizados de Panamá

Teléfonos: 236-6571, 236-7040

Calle 60 Oeste, N°J-18. Urbanización Los Ángeles e-mail: colegiocpa@colegiocpapanama.com Apartado: 0816-06746, Panamá, Rep. de Panamá

Date 18 de enero de 2022

Name Darío González Coronado

Title: Legal Representative

Company: Colegio de Contadores Públicos Autorizados de Panamá

Address: Panama, Republic of Panama, west 60th street, Urbanization Los Angeles

Email:presidencia@colegiocpapanama.com

Dear Mr. Dancey,

Subject: Letter to Confirm Institutional Support for the SMO Action Plan

This letter is to confirm that the leadership of the *Colegio de Contadores Públicos Autorizados de Panamá* has reviewed the information contained in the SMO Action Plan prepared by *Colegio de Contadores Públicos Autorizados de Panamá* as part of the IFAC Member Compliance Program and will provide institutional support for its implementation.

On behalf of the leadership of the *Colegio de Contadores Públicos Autorizados de Panamá*, I endorse publication of the SMO Action Plan on the IFAC website in the interests of transparency and to demonstrate our commitment to enhancing the quality and credibility of the accountancy profession worldwide.

Sincerely,

President and Legal Representative

Colegio de Contadores Públicos Autorizados de Panamá

18 de enero de 2022













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: Colegio de Contadores Públicos Autorizados de Panamá (CCPAP)

Approved by Governing Body: Board of Directors of the CCPAP (BOD_CCPAP)

Original Publish Date:July 2010Last Updated:February 2022Next Update:February 2025

Status as of Date of Publication Page 1 of 34

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

Abbreviations relating to CCPAP, its structure and other panamanian accounting organizations

ACONTAP Professional organization of Public Accountants of Panama: Asociación de Contadores Públicos Autorizados de Panamá

ALCAPA Alliance for Quality in Panama: Alianza de Calidad de Panamá

AMUCOPA Professional Organization of Public Accountants of Panana: Asociación de Mujeres Contadoras Públicas Autorizadas de

Panamá

APA Authorized Public Associations
BOD CCPAP Board of Directors of the CCPAP

CCPAP Professional Organization of Public Accountants of Panana (only affiliated to IFAC):

Colegio de Contadores Públicos Autorizados de Panamá

CCPAP-EC CCPAP's Education Commission

CCPAP-ISC CCPAP's International Standards Commission CCPAP-PP CCPAP's Professional Practice Commission

INSPAT Panamanian institute of tax experts: Instituto Panameño de Tributaristas

UNESCPA Universidad Especializada del Contador Público Autorizado

Abbreviations related to Panamanians Institutions

JTC Technical Accounting Board: Junta Tecnica de Contabilidad

FAECO Accounting and Amdministratrion Faculty: Facultad de Administración de Empresas y Contabilidad

MEF Ministry of Economy and Finance: Ministerio de Economía y Finanzas

MEDUCA Ministry of Education-Ministerio de Educación

TAT Administrative Tax Court: Tribunal Administrativo Tributario

UP Panamanian University: Universidad de Panamá

IFAC and related abbreviations

CPD Continuing Professional Development

IAASB International Auditing and Assurance Standards Board IAESB International Accounting Education Standards Board

IASB International Accounting Standards Board

IES International Education Standards

IESBA International Ethics Standards Board for Accountants

IFRS International Financial Reporting Standards
IPSAS International Public Sector Accounting Standards

ISA International Standards on Auditing
I&D Investigation and Disciplinary System

QAP Quality Assurance Program

ISQM International Standard on Quality Management

SME Small and Medium Enterprises

Status as of Date of Publication Page 2 of 34



Action Plan Subject: General Description of Organization, Environment and Goals of the Action Plan

Action Plan Objective: Describe Regulatory and Standard-Setting Framework, Governance, Challenges and Success Factors

General Background

The CCPAP is the main accounting association in Panama, dedicated to maintaining the leadership of the profession, associating the Certified Public Accountants of the Republic, supporting them, updating them and promoting the ethics and professional excellence of the accountants through continuous professional education.

To qualify as a member of the CCPAP the main requirement is to hold a CPA license provided by the JTC.

CCPAP currently has around 1,014 members, as at June 30th, 2021.

In terms of licensing, CCPAP is not responsible for this process.

Regulatory and Standard Setting Framework

As of today, the Law No.57 from 1978 regulates the practice of the profession. This law provides the requirements for Panamanian in order to obtain licensing of public accountants and also to juridical persons who meet the requirements of the referenced law, may practice the profession of Authorized Public Accountant in Panama.

Further to our last report sent in 2018 and after several efforts in the past years to change the law without success, in 2019 a parliamentary initiative from legislator Gerardo Herrera (who is also a CPA) and together with JTC, all APA, two universities and INSPAT activated a technical committee to adequate and update the law.

The Technical Committee presented the new norm which intention is to derogate the Law 57. The document was subject to changes during the process in the legislative body, but finally approved by the Legislative Assembly on October 29th, 2021. In this moment the law is waiting to be sanctioned by the Executive Body (President).

This new norm seeks a modern and adequate legal regulation for the profession, including adapting the Code of Ethics for professional accountants by IESBA among others

Status as of Date of Publication Page 3 of 34



On the other side, the IFRS issued and to be issued by the IASB, were adopted as its own and applied in the Republic of Panama, according to Law No. 6 of February 2, 2005, Article 74, paragraph 1. In addition, the General Revenue Directorate orders the preparation of taxpayers' income tax returns based on accounting records using the accrual system on the basis of the IFRS. ISA is also mandatory by this same law (paragraph 2) for the audits performed in Panama.

In case of the IFRS SMEs, Decree No. 03-2010 of October 28th, 2010, published by the Ministry of Commerce and Industries, the JTC of Panama approved the adoption of IFRS for SMEs in the Republic of Panama, issued by IASB.

Decree 220 of July 25th, 2014, by which the IPSAS are adopted in Panama. This decree was officially published on October 20th, 2014, where the Office of the Comptroller General of the Republic of Panama decrees the adoption of the International Standards for the Public Sector (IPSAS) of the International Federation of Accountants (IFAC).

CCPAP Governance Framework

The BOD_CCPAP, which is composed of nine members, is elected annually by the membership.

The Court of Honor (Tribunal de Honor) and the Professional Ethics Committee (Comité de Etica Profesional) are disciplinary bodies, whose members (made up of seven each) are elected by the general assembly.

The CCPAP has two types of committees, established on the bylaws, to support the objectives of the BOD_CCPAP: Management Committees and Technical Committees.

The primary function of these committees is to contribute to the efficient operation of the organization as well as to contribute to the expansion, the progress of accounting and audit areas, awareness of the profession, ensuring the development of the best education in the field, and provide opinions, answer technical questions, and settle conflicts that may arise among members or submitted as an arbitration process in the matters of competence.

Challenges and Key Success Factors

Although the CCPAP continues to strive to raise awareness about the importance of high quality on financial information through its multiple training activities during these years, this period has been affected as a result of the pandemic.

As COVID-19 continues to affect individuals and businesses, the definition of normal is still changing. However, one thing that seems to be consistent throughout this global pandemic is that adaptability is key.

Status as of Date of Publication Page 4 of 34



Now, more than ever, the CCPAP is focusing its concerns on the wellbeing of their member and employees, by changing their training activities to virtual as well as keeping their staff at teleworking, among other decisions.

Taking this difficult situation in account, the action plan for these years have has made some progress, but not as we would have expected.

In the next lines, we will explain our challenges for each Statements of Membership Obligations:

SMO 1– The Quality Alliance of Panama (ALCAPA) integrated by the CCPAP and the Association of CPA's Women of Panama (AMUCOPA). 30% participation of AMUCOPA, while CCPAP participate with 70%. The objective of the program is to design, develop and implement a National Quality Control Review Program for auditing and assurance services.

Chronology

On February 6th, 2013, an agreement was signed with the Puerto Rico CPA Association to support Panama with the project.

On November 1, 2013, the bylaw of the Panama Quality Control Review Program was approved.

Between November 2013 and October 2015, the twenty-six (26) chapters of the Procedures Manual of the Quality Control Review Program were completed.

In December 2015, the first seminar was held for Reviewers of the Quality Control Program and to firms interested to participate in the Program.

In January 2016, the Regulatory Committee for the Quality Control Review Program was established.

On December 14th, 2016, the Program was officially launched.

In June 2017, the second seminar was held for firms and reviewers.

Up to now, nine (9) affiliated accounting firms received the quality control reviews. Currently, there are four professional reviewers.

Current challenges:

To continue promoting the program among medium and small audits firms, so to increase the amount of quality reviews.

To make accountants and auditors aware of the benefits of participating in the program

Trainings and seminars on the International Standard on Quality Management 1 and 2

To promote the program at the national level through the JTC

Status as of Date of Publication Page 5 of 34



SMO 2– Since the last report in 2018 until now in 2021, the BOD_CCPAP is working together with the CCPAP-EC analyzing the development of educational techniques in the fields of information technology, communication and accounting.

As the IAESB is focused on developing the professional knowledge, skills, values, ethics, and attitudes of the accountancy profession; it is our goal to be focused in developing the same areas in our Educational Program.

Despite the fact that COVID19 limited us to carry out face-to-face events, the CCPAP-EC, together with the BOD_CCPAP and the CCPAP administration staff, prepared a complete educational program in virtual mode, not only for our members, but for all the accounting professionals and public in general. Social networks were activated and live interviews were conducted with experts on different topics of interest to the profession.

Regarding the process of changing our Panamanian Accountant Law, the CCPAP played a leading role, holding an unprecedented event: A Virtual Forum on the relevant aspects of the new proposed law, compared to the current law, with the participation of the commissioners of the technical table. Members of all APA participated, as well as two of the most prestigious universities in the country. The presentations were uploaded to Facebook so that everyone could review them.

Current challenges:

To maintain and improve our Educational Program aligned with the IES's

To explore the "Knowledge Gateway" section in the IFAC website, in order to use the e-tools and adapt them to our needs.

SMO3– On April 9, 2021, the JTC installed the National Financial Accounting and Auditing Technical Standards Commission (NOCOFIN) for the years 2021-2023. Two distinguished members of our association were designated to participate in this commission. One of them being appointed as vice president of said commission.

The main functions of the commission are to analyze and disseminate draft standards, as well as IFRS, IFRS for SMEs and the ISAs published by international bodies.

In October of this year, a third member of our body is appointed to join the commission, at the request of the JTC.

On the other hand, our CCPAP-EC together with the CCPAP-ISC and the CCPAP-PP are working hard to design a program that will be called "Virtual Accounting Advise" (Consultorio Contable Virtual) that will have the purpose of conducting in live interviews with experts in one of the social networks (Instagram) answering questions to the accounting community, especially in the area of international standards.

Additionally, we have received important contributions in the initiative started in the 2020-2021 called "Room of Former Presidents" (Sala de Ex Presidentes). A space dedicated to our past presidents who provide valuable information on various topics, including many on the subject of international regulations. These are short articles that are published on social networks, sent by email and posted on the school's website.

Status as of Date of Publication Page 6 of 34



Current challenges:

Keep and improve our trainings, workshops and seminars on on issues related to international regulations.

SMO4—The CCPAP is clear and understand that the IESBA Code of Ethics establishes the fundamental principles of professional ethics for professional accountants, and provides a conceptual framework and guidance for applying those principles.

Taking this in account, one of the most important changes in our new National Accountant Law is the adoption of the IESBA Code of Ethics.

Our aspiration is that the law, which is already approved by the Legislative Body, could be sanctioned by the executive body soon.

In the meantime, the CCPAP support all training and seminars initiatives from the Interamerican Accounting Association (AIC) on this important topic. For this regional body, our CCPAP members are participating in several committees, one of them is the Professional Practice and Ethics Committee, with one of our members acting as vice president of the commission.

Current challenges:

To continue promoting the adoption of the code of ethics to all members and accounting community in our country, by seminars and workshops.

SMO5– With the Decree 220 of July 25th, 2014, IPSAS were adopted in Panama. This decree was officially published on October 20th, 2014, where the Office of the Comptroller General of the Republic of Panama decrees the adoption of the International Standards for the Public Sector (IPSAS) of the International Federation of Accountants (IFAC).

Through communication MEF-2017-74605 of December 6th, 2017, the Ministry of Economy and Finance (MEF) authorized the implementation of the accounting system (Isthmus) for the Government Sector as of January 2018. With this implementation, the General Government Accounting Manual is based on In the International Public Sector Accounting Standards (IPSAS) issued by the International Public Sector Accounting Standards Board of the IFAC.

These standards were reviewed by the Comptroller General of the Republic of Panama, through the National Department of Accounting Methods and Systems, which were approved by Decree No. 01-2017-DNMySC of January 3rd, 2017.

Among the changes that arise from migrating financial information based on the Governmental Accounting Standards of Panama to the new accounting policies according to the General Government Accounting Manual based on the International Public Sector Accounting Standards, in terms of the presentation of the financial reports with general purpose, is to separate the budget accounting that is handled by the national budget process, from the cash or paid accounting system to an accrual or accumulated accounting system, mainly with income and expenses, since the Government entities do not handle the concept of accounts receivable or accounts payable when a commitment is signed or the order to proceed is received.

Due to the COVID19, the process of adequate the accounting system is ongoing.

Status as of Date of Publication Page 7 of 34



Current challenges:

Keep monitoring the process and report to the membership any news.

SMO6–The CCPAP in its bylaw, had designated the Court of Honor (Tribunal de Honor) and the Professional Ethics Committee (Comité de Etica Profesional) as disciplinary bodies of the organization.

As mentioned, CCPAP could only take disciplinary measures in case to our members only.

CCPAP does not have legal authority to implement I&D in the country; due to this reason, we encourage JTC to promote benchmark with other countries, to strengthen I&D in Panama.

SMO7 -- CCPAP-ISC members have identified that main limitations for medium and small businesses to adopt or implement IFRS FOR SMEs are the complexity to obtain funding, and an unclear understanding of the Standard and the adoption or convergence process. A legislation approving the use of these standards was issued. CCPAP with UNESCPA have been supporting this initiative with a representative number of seminars, trainings and Congress covering this subject, and was also part of the program of compliance and continuing education throughout the Country.

Priorities for 2020 - 2022

Our priorities in this two-year period will be focused on three pillars:

- 1. Improve administrative performance by redesigning processes through technological tools that make the service to members and the CCPAP's relationship with other national and international entities more efficient. Understand and include ESG issues in administrative performance.
- 2. Deepen on each of SMO's, conducting different surveys to our members in order to maintain evidence of the progress in each of these statements.
- 3. Reinforce training materials and tutoring programs, emphasizing inclusion, diversity and innovation.

Projects

- 1. Maintain virtual training activities. Since the beginning of the pandemic, members have been provided free webinars with current topics, widely accepted by the accounting community.
- 2. Strengthen the technological area, including social networks and website. Launch of chatbot "Luca", virtual assistant for general information.

3. Sign cooperation agreements with different entities, to offer a range of services to our members.

Status as of Date of Publication Page 8 of 34



- 4. To explore international certification programs that can help boost professional prestige to our members as well to our institution.
- 5. Maintain and strengthen the relationship with government institutions linked to the profession, such as the JTC and others such as the general comptroller's office and supervisory bodies of the different industries.
- 6. The Special Commission for the Modification of the Statutes was established in order to update our bylaws; in addition, in June 2021 the Finance Commission was formed to support management.

#	Start Date	Actions	Completion Date	Responsibility	Resource			
Upda	Update IFAC Action Plan							
1.	Bi-Annually	Update and agree Action Plan, then submit to BOD_CCPAP for approval for submission to IFAC.	Bi-Annually					

Status as of Date of Publication Page 9 of 34



Action Plan Subject: SMO 1–Quality Assurance

Action Plan Objective: Establish an Effective Quality Assurance Review Program

Background:

The Quality Assurance review system in Panama has been implemented and is already in place, since December 2016.

The CCPAP, through the CCPAP's Professional Practice Commission (CCPAP-PP), took as a top priority the establishment of a sound quality assurance program. The CCPAP has a commitment to establish and provide quality, integrity and the adoption and application of best practice professional standards; particularly the program is based on International Standard on Quality Control 1 (ISQC1).

The CCPAP has an obligation to the public to ensure that members in practice are aligned and consistent with their values.

CCPAP and AMUCOPA originally signed a contract with the CPA's Association in Puerto Rico (CCPAPR) for a Quality Assurance program than can be applied and implemented in Panama.

Recently, ACONTAP communicated of their intention to restart negotiations with ALCAPA, to sign the addenda to this contract to be part of the project. This program incorporates three phases plus an introductory phase.

During February 2013, the program official Kick-Off was performed, allowing the immediate startup of introductory phase and phase 1. As of this date, phase 2 is fulfilled and phase 3 (monitoring of the program already in place) started officially on January 2016.

This is a voluntary, non-punitive program, regulated by a Regulatory Committee, conformed by members of the two Apa's. COO from the CCPAP is a member of this Committee to shield on compliance.

For 2022, the challenge is:

To continue promoting the program among medium and small audits firms, so to increase the amount of quality reviews.

To make accountants and auditors aware of the benefits of participating in the program

Trainings and seminars on the International Standard on Quality Management 1 and 2.

To promote the program at the national level through the JTC

Med Influence / High Gap

CCPAP and AMUCOPA (members of ALCAPA) still in the process of incorporating ACONTAP to join the alliance, to be part of the program.

Date Nessonismity

Initial Steps in the Creation of an Effective Quality Assurance Review Program (COMPLETED-Program in Place)

Maintaining Ongoing Processes (Phase III-Monitoring)

Status as of Date of Publication Page 10 of 34



2.	January 2016	Ensure, through periodic reviews, that the quality review program currently being developed, designed and implemented, are aligned with the requirements of the SMO *Detailed information of phase III involving monitoring and specific tasks may be find in the contract.	Ongoing	BOD_CCPAP	-QC Reviewers -BOD_CCPAP -CCPAPR
----	--------------	---	---------	-----------	--

Main Requirements of SMO 1

Requirements	Υ	N	Partially	Comments
Scope of the System 1. At a minimum, mandatory QA reviews are required for all audits of financial statements.	Y			
Quality Control Standards and Other Quality Control Guidance Firms are required to implement a system of quality control in accordance with the quality control standards.	Y			
Most up to date versions of ISQC 1 and other relevant ISA are adopted as the quality control standards.	Y			
4. Member Body assists firms in understanding the objectives of quality control and in implementing and maintaining appropriate systems of quality control.	Y			
Review Cycle 5. A cycle-based, risk-based, or a mixed approach for selecting firms for QA review is used.	Y			
6. For cycle-based approach, quality control reviews are required to take place at least every six years (and every three years for audits of public interest entities).	Y			

Status as of Date of Publication Page 11 of 34



				November 2021
Requirements	Υ	N	Partially	Comments
QA Review Team 7. Independence of the QA Team is assessed and documented.	Y			
8. QA Team possesses appropriate levels of expertise.	Υ			
Reporting 9. Documentation of evidence supporting the quality control review report is required.	Y			
A written report is issued upon conclusion of the QA review and provided to the firm/partner reviewed.	Y			
Corrective and Disciplinary Actions 11. Reviewed firms/partners are required to make timely adjustments to meet recommendations from the review report.	Y			
12. QA review system is linked to the Investigation and Discipline system.		N		This is a non-obligatory program, non-punitive, but remediate.
Consideration of Public Oversight 13. The body responsible for QA reviews cooperates with its oversight body and shares information on the functioning of the QA review system, as needed.		N		Oversight body is JTC, and the program does not share information with them; although, with the new law, our goal is to introduce the program to be national through JTC.
Regular Review of Implementation and Effectiveness 14. Regular reviews of implementation and effectiveness of the system are performed.	Y			

Status as of Date of Publication Page 12 of 34



Action Plan Subject: SMO 2- International Education Standards for Professional Accountants and Other Pronouncements issued by the

IAESB

Action Plan Objective: Implementation of the International Education Standards

Background:

The current accounting law that regulates the professional accountant practice, is Law 57 of September 1, 1978.

The current situation in Panama grants membership to the CCPAP and its certification to any Panamanian citizen who hold a CPA license provided by the JTC. The requirements to obtain a CPA license, are as follows:

- 1). completion of national college requirements and attainment of a degree in accountancy,
- 2). a sworn declaration interposed by a lawyer, certifying that there is no pending case at court over the candidate, and that the candidate has not been condemned by crime, against the public faith or the property, within the five years prior to the request of the license.
- 3). JTC keeps a record of all Public Accountants they have certified.

The CCPAP keeps studying the channels to establish practical experience requirements to new professionals.

In case of our members, CCPAP bylaws indicates in chapter V, art. 14d that is mandatory requirement for a member to comply annually with at least 40 hours of continuing education.

As result of conversations with other regional members of IFAC to implement a system of professional accountancy education, practical experience and certification, we have been benchmarking to identify differences, and finally we believe after looking at the Puerto Rico model, that their model will be more suitable for Panama.

Based on the above, we have already discussed with the Government Representatives, which would be the best and more convenient figure for Panama, which we believe will be through the JTC, as the profession's regulator.

While we enforce the adoption of IES in Panama by law, CCPAP has established a commission to evaluate the creation of a voluntary certification process, aligned to IES.

For 2022, the challenges are, as actual regulations do not require a Quality Program or a Certification, which CCPAP considers a key success factor: <u>To maintain and improve our Educational Program aligned with the IES's</u>

To explore the "Knowledge Gateway" section in the IFAC website, in order to use the e-tools and adapt them to our needs

Influence / Priority Matrix: High Influence / Low Gap

Good independence from regulatory agencies and autonomy in the establishment of guidance and influence in required standards.

Status as of Date of Publication Page 13 of 34



#	Start Date	Actions	Completion Date	Responsibility	November 2021 Resource
Initia	ation of Profess	ional Education Requirements			
1.	Oct. 2016	Conversation and analysis of the topic of professional accountancy education, practical experience and certification among the CCPAP's Education Commission (CCPAP-EC). Particularly, the requirements of IES 5, Practical Experience Requirements and the requirements of IES 6, Assessment of Professional Capabilities and Competence. Note: The CCPAP Education Commission totally agree with the fact that Practical Experience Requirements are a must, such as Professional Capabilities and Competence. As result of this analysis, the Education Commission indicated that for Panama, they will be two viable options to get the CPA: 1). Validation of Practical Experience Requirements (for which elements of validation must be defined), and 2). CPA Exam. This has been shared with the previous Government Representatives, but as the Government has changed, we need to start all over again with this effort.	June 2018	CCPAP	-CCPAP - EC
2.	Jan. 2017	Conversations with other regional members of IFAC that have implemented or are in the process of implementing a system of professional accountancy education, practical experience and certification for the CCPAP's members that has as a base the requirements established in the IES 5 and IES 6.	June 2017 Completed	ССРАР	CCPAP
3.	Jan. 2018	In collaboration with the Panamanian University (Universidad de Panama), identify and review the various areas of study of the professional accountancy education program and the system of regulating the professional practical experience for the members of the CCPAP. We are still in the process of negotiating a cooperation agreement with Universidad de Panama accounting school, to support this objective.	Ongoing	ССРАР	CCPAP – EC Universidad de Panama

Status as of Date of Publication Page 14 of 34



					November 2021			
#	Start Date	Actions	Completion Date	Responsibility	Resource			
4.	Apr.2018	Perform a comparison of the various areas of study of the professional accountancy education program and the system of regulating the professional practical experience for the members of the CCPAP to explore alignment with IFAC IESs.	Aug.2018	ССРАР	CCPAP			
5.	May.2018	Develop a draft document that indicates actions needed to fulfill compliance with IFAC IESs with particular attention to IES 5 and IES 6.	Sept.2018	ССРАР	CCPAP			
6.	Sept2018	Present this draft document to CCPAP members for comments.	Oct.2018	CCPAP	CCPAP			
7.	Oct.2018	Receive comments from the CCPAP's members and consider them in proposing a final base document for Board approval, including, among others, the following topics: - Method for documenting practical experience and ensuring that such experience is relevant. - Action plan for establishing specialized professional practices within the CCPAP. - Competence and capabilities to be assessed. - Nature of the assessment (in written format). - Structure to validate that the assessment is reliable. - Communication Channels with public and private universities.	Jan. 2018	CCPAP	CCPAP - EC			
8.	Feb.2019	Present the document to the BOD_CCPAP for review and approval.	Ongoing	CCPAP	-CCPAP - EC -BOD_CCPAP			
Main	Maintaining Ongoing Processes							
9.	May.2018	Considering the Strategic Plan for IAA mentions in their Strategy, Objectives and Action Plan a commitment to "1. Consolidate IIA as the representative and leader organism of the region and to make the APA's members comply with IFAC SMO's", we can propose IIA to create a Special Commission to work jointly with the members in their countries creating strategies that can provide regional support to help on	Jul.2018	IIA	IIA Panama APA's			

Status as of Date of Publication Page 15 of 34



					TVOVCITIOCI ZUZ I
#	Start Date	Actions	Completion Date	Responsibility	Resource
		their process to comply with the adoption of SMO's in the region.			
10.	Ongoing	Ensure through periodic reviews, that the Entry Requirements, Professional Education, Final Assessments, and Practical Experience, currently developed and designed, are updated with the new requirements issued by IFAC.	Ongoing	ССРАР	-CCPAP - EC
11.	Oct. 2017	Perform review of revised SMOs and CCPAP'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.	Ongoing	ССРАР	-BOD_CCPAP

Status as of Date of Publication Page 16 of 34



Action Plan Subject: SMO 2-International Education Standards for Professional Accountants and Other Pronouncements issued by

the IAESB (Cont...)

Action Plan Objective: Ensure Effective Implementation of the CPD Requirements for Members of the CCPAP

Background:

The current accounting law that regulates the professional accountant practice, is Law 57 of September 1, 1978.

As mentioned, there is a new law which is approved by the Legislative Assembly of Panama in October 2021, and ready to be sanctioned by the President of Panama. Neither the current or new law do not require Panamanian citizens who hold a CPA license provided by the JTC, to maintain practical professional experience and continuous education.

The CCPAP, considering the need, is still evaluating requirements to establish practical professional experience.

CCPAP have a mandatory practice, through the Continuous Education Program Regulation, which requires CPA's to complete 40 hours of continuous education per year.

CCPAP bylaws indicates in chapter V, art. 14d that is mandatory requirement for a member to comply annually with at least 40 hours of continuing education.

It's is important to mention that, even though, we have been evaluating requirements to establish practical professional experience to CCPAP Members, is a fact that we don't have enough coercive power to force Members to apply CPD Requirements, unless and just until this comes part of a law. In this way, other APA's also will be forced to establish a Continuous Education Program, and licensed CPA's will be required. Unfortunately, the new law does not consider to include the CPD requirement as compulsory, as it could be declared unconstitutional.

High Influence / Low Gap

Good independence from regulatory agencies and autonomy in the establishment of guidance and influence in required standards.

#	Start Date	Actions	Completion Date	Responsibility	Resource			
Con	Continuing Professional Development Start-Up							
15.	Apr.2018	Conduct an analysis of requirements of IES 7, in comparison with current requirements of CCPAP.	Nov.2018	CCPAP	CCPAP			
16.	May. 2018	Identify areas where compliance with IES 7 could be enhanced (weaknesses) through benchmarking.	Aug.2018	CCPAP	CCPAP			

Status as of Date of Publication Page 17 of 34



17.	Jun. 2018	Create a plan to close the gap between IES 7 and CCPAP requirements: Develop a document that shows the possible actions to be executed to comply with the IES 7 considering as guides: effective sanctions, including punitive sanctions, and respective approvals.	Ago.2016	CCPAP	CCPAP
18.	Mar.2016	Promote with the public sector the establishment of CPD (Continuous Professional Education) requirements through JTC, to enhance the accounting and audit practices.	Mar.2017	CCPAP	CCPAP JTC
19.	Sep.2016	Promote through the UNESCPA, the establishment of CPD requirements lobbying with public and private universities to apply best endeavors to establish as mandatory the need of practical professional experience and continuous education; considering that there are certain universities in which professional practical experience is optional.	Ongoing	CCPAP	- CCPAP EC - BOD_CCPAP -UNESCPA
Main	ntaining Ongoing	Processes			
20.	Apr.2016	Considering that the Strategic Plan for IAA mentions in their Strategy, Objectives and Action Plan a commitment to "1. Consolidate IIA as the representative and leader organism of the region and to make the APA's members comply with IFAC SMO's", we can propose IIA to create a Special Commission to work jointly with the members in their countries creating strategies that can provide regional support to help on their process to comply with the adoption of SMO's in the region.	Jun.2016	IIA	IIA Panama APA's
21.	Ongoing	Ensure through periodic reviews that the Continuing Professional Development currently developed and designed, are updated with the new requirements issued by IFAC with regards to this topic.	Ongoing	BOD_CCPAP	-CCPAP EC -BOD_CCPAP

Status as of Date of Publication Page 18 of 34



Action Plan Subject: SMO 3-International Standards and other Pronouncements Issued by the IAASB

Action Plan Objective: Use Best Endeavors to Improve Implementation of ISAs.

Background:

In Panama, the general practice is to adopt the International Standards as a whole.

The JTC is the regulatory body established by law, responsible for the promulgation of standards and regulations in Panama, for which they have created the National Financial Accounting and Auditing Technical Standards Commission (NOCOFIN) on July 10, 1986.

ISAs were adopted in Panama, as they were incorporated by the Panamanian Republic as a national statutory requirement through the implementation of the Law 6 of February 2, 2005, which mainly stipules that the ISAs adopted will be the most recent version as of that date, plus any subsequent change or modification that can occur in the future.

There are specific companies that are required to have audited financial statements, those are: banks, insurance companies and companies listed on stock exchanges commission. The regulated entities, must be regulated by their respective regulatory entity.

JTC just regulate accountants and accounting standards release or implementations.

The CCPAP's Professional Practice Commission (CCPAP-PP) has a commitment to support the adoption and promulgation of ISAs, to strengthen the effective use and application of standards in the country. This commitment has been based in two specific actions:

- 1). The CCPAP have three members/representatives in the NOCOFIN (one is appointed as Vice President of the commission), which means is constantly involved with other APAs, supporting the JTC, keeping them updated over changes or new international standards that are required to be adopted
- 2). CCPAP incorporate ISAs every year in their training program, such as in congress, seminars and workshops, keeping accounting practitioners and members of the CCPAP updated with the international standards, promoting ongoing convergence with ISAs International Standards Commission.

Every year CCPAP included in its annual continuing education program, a training courses on IFRS, IFRS for SME's and ISA.

Low - Med Influence / Med - High Gap

Lack of resources and intervention channels to non-affiliated CPA's

Status as of Date of Publication Page 19 of 34



					November 2021				
#	Start Date	Actions	Completion Date	Responsibility	Resource				
Pron	Promotion of Adoption and the Implementation of ISA's (COMPLETED)								
1.	Jan.2016	Establish communications channels with JTC, other APAS, and regulatory entities to raise awareness of the adoption of the Panamanian Law 6 of February 2, 2005 which adopted the enacted ISAs at that date and any modifications or other ISAs to be issued in the future.	Ongoing	CCPAP	-BOD_CCPAP -JTC -APAs -Regulatory bodies - UNESCPA				
2.	Jan.2018	As part of the Annual Plan, on 2021 the website was updated, including the "Past-President Section" (SALA DE EXPRESIDENTES), with articles from our past presidents with valuable information of various items, including practical experience in the use IFRS The idea of the website, is to incorporate virtual seminar by experts, free to members, in different topics, but specially on the use of the international standards.	Ongoing	CCPAP	CCPAP - ISC				
3.	Jan.2018	Develop and put into practice an adequate workshop training program of the IAASB pronunciations, not just for the CCPAP members but also for non-affiliated CPA's.	Ongoing	CCPAP	-CCPAP – EC -CCPAP- ISC				

Status as of Date of Publication Page 20 of 34



					November 2021
#	Start Date	Actions	Completion Date	Responsibility	Resource
4.	Apr.2018	Update of the workshop training program The CCPAP's Professional Practice Commission (CCPAP-PP) will be responsible for review and update of the CCPAP ISA's training program. Steps planned for developing this program are: 1). Develop a draft document identifying main elements of the training program and incorporating modification to the auditor opinion, 2). Schedule timeline table for objectives accomplishment, 3). Identify roles and responsibilities, 4). Develop the training material, and 5). Define ongoing updates and adjustments required.	Jun.2016	CCPAP	-CCPAP - EC
5.	Jun.2018	Approval of the program by the Education Committee of the CCPAP	Ongoing	CCPAP	-CCPAP - EC
6.	Jul.2018	Review the program in trial mode	Ongoing	CCPAP	-CCPAP - EC
7.	Aug.2018	Roll out of the workshop training program.	Ongoing	CCPAP	-CCPAP - EC
Mair	ntaining Ongoing	g Processes			
8.	Ongoing	Assign resources for the training of CPA's in respect to the disclosure of ISA's (i.e. governmental professionals, non-affiliated CPA's, etc.). Universities to support this effort through the consideration of the incorporation of ISA's in their academic programs.	Ongoing	ССРАР	-CCPAP - EC
9.	Ongoing	Continue to use best endeavors by identifying opportunities to further assist in implementation of ISAs. This includes review of the existing activities and updating action plan for the future activities, where necessary.	Ongoing	ССРАР	-CCPAP - EC

Status as of Date of Publication Page 21 of 34



Action Plan Subject: SMO 4–IESBA Code of Ethics for Professional Accountants

Action Plan Objective: Update the Code of Ethics to Current IESBA Code of Ethics.

Background:

The Technical Accounting Board (JTC) has established a Code of Ethics for Certified Public Accountants, through the implementation of Decree Law 26 of May 17, 1984.

The CCPAP understand that the IESBA Code of Ethics establishes the fundamental principles of professional ethics for professional accountants, and provides a global conceptual framework and guidance for applying those principles.

Taking this in account, one of the most important changes in our new National Accountant Law is the adoption of the IESBA Code of Ethics.

Our aspiration is that the new law, which is already approved by the Legislative Body, could be sanctioned by the executive body soon.

In the meantime, the CCPAP support all training and seminars initiatives from the Interamerican Accounting Association (AIC) on this important topic. For this regional body, our CCPAP members are participating in several committees, one of them is the Professional Practice and Ethics Committee, with one of our members acting as vice president of the commission.

High Influence / Low - Med Gap

There is no direct authority to non-CCPAP CPA's

#	Start Date	Actions	Completion Date	Responsibility	Resource			
Ado	Adoption of IESBA Code of Ethics							
33.	May.2018	Analysis to establish guidelines required for the issuance, adoption and implementation of the IESBA Code of Ethics, among the members BOD_CCPAP, jointly with a Bylaws Reform.	Aug.2018	ССРАР	CCPAP			
34.	Aug.2018	Present a proposal to CCPAP's Members General Assembly for the adoption of the most recent IESBA Code of Ethics.	Aug.2018	CCPAP	BOD_CCPAP			
35.	May.2018	Establish communication channels with JTC to promote the issuance of the most recent IESBA Code of Ethics.	Sept.2018	CCPAP	-BOD_CCPAP -JTC			

Status as of Date of Publication Page 22 of 34



					November 2021
#	Start Date	Actions	Completion Date	Responsibility	Resource
36.	Oct.2018	Expand CCPAP's education and/or establish educational programs to include courses on the revised IESBA Code requirements: 1.1 Design and development of the program. 1.2 Establish a practical application of Code of Ethics. 1.3 Review the existent Code of Ethics establish by law, to perform a comparison on the revised IESBA Code requirements. 1.4 Determine if supporting material requires to be developed from the scratch 1.5 Obtain approval of educational program implementation course of action.	Ongoing	CCPAP	-CCPAP – EC
Main	taining Ongoin	g Processes			
37.	May.2018	Considering that the Strategic Plan for IAA mentions in their Strategy, Objectives and Action Plan a commitment to "1. Consolidate IIA as the representative and leader organism of the region and to make the APA's members comply with IFAC SMO's", we can propose IIA to create a Special Commission to work jointly with the members in their countries creating strategies that can provide regional support to help on their process to comply with the adoption of SMO's in the region.	Jun.2018	IIA	IIA Panama APA's
38.	Ongoing	Ensure that the training programs for the CCPAP's members have the IESBA Code of Ethics requirements and its future updates. The rules and norms of the Code of Ethics should not be less severe than the one of the IESBA.	Ongoing	ССРАР	-CCPAP - EC

Status as of Date of Publication Page 23 of 34



Action Plan Subject: SMO 5-International Public Accounting Sector Standards and Other Pronouncements Issued by the IPSASB

Action Plan Objective: Confirm the status of the IPSAS's adoption process

Background:

<u>IPSAs were adopted in Panama, and incorporated by the Panamanian Republic</u> as a national statutory requirement through the implementation of the Decree 220 of July 25th, 2014 Law 288 of December 9, 2014, which mainly stipules that the IPSAs adopted will be the most recent version as of that date, plus any subsequent change or modification that can occur in the future.

Through communication MEF-2017-74605 of December 6th, 2017, the Ministry of Economy and Finance (MEF) authorized the implementation of the accounting system (Isthmus) for the Government Sector as of January 2018. With this implementation, the General Government Accounting Manual is based on In the International Public Sector Accounting Standards (IPSAS) issued by the International Public Sector Accounting Standards Board of the IFAC.

These standards were reviewed by the Comptroller General of the Republic of Panama, through the National Department of Accounting Methods and Systems, which were approved by Decree No. 01-2017-DNMySC of January 3rd, 2017.

Among the changes that arise from migrating financial information based on the Governmental Accounting Standards of Panama to the new accounting policies according to the General Government Accounting Manual based on the International Public Sector Accounting Standards, in terms of the presentation of the financial reports with general purpose, is to separate the budget accounting that is handled by the national budget process, from the cash or paid accounting system to an accrual or accumulated accounting system, mainly with income and expenses, since the Government entities do not handle the concept of accounts receivable or accounts payable when a commitment is signed or the order to proceed is received.

Due to the COVID19, the process of adequate the accounting system is ongoing.

CCPAP will support the JTC through the process of promulgation to strengthen the public awareness and the importance and the impact of standardizing to IPSAS's, such as to keep the Government informed regarding IPSAS's updates.

Low Influence / High Gap

IPSAS's were implemented, but the adequation is still ongoing.

#	Start Date	Actions	Completion Date	Responsibility	Resource		
Proi	Promotion of Adoption and the Implementation of IPSA's (COMPLETED)						
1.	Ongoing	Since the Government has adopted the IPSAS's, the CCPAP has been using its best endeavors to create awareness of IPSAS's, the impact of their use around the	Ongoing	CCPAP	CCPAP		

Status as of Date of Publication Page 24 of 34



					November 2021
		world and the progress that has been made particularly in the Latin American region, subsequent to their adoption, reflecting the benefits of their adoption and the implementation, not just in Panama, but in countries that has successful experience on implementation.			
#	Start Date	Actions	Completion Date	Responsibility	Resource
2.	Mar.2017	Inclusion in our website of topics on regard of the implementation of the IPSAS's in Panama.	Ongoing	CCPAP	CCPAP – ISC Special Commission
3.	Ongoing	Continue to develop clear communication channels with Government ministries and officials (Comptroller's Office, Industry Regulators, JTC and APA's), to promote the use of IPSAS's.	Ongoing	CCPAP	-Comptroller Office of the Republic of Panama -Minister of the Presidency -JTC -APA's
Mair	ntaining Ongoing	g Processes			
4.	Ongoing	Continue to identify opportunities to further assist in IPSAS's implementation process. This includes review of the existing activities and preparation of the Action Plan for future activities where necessary, as part of task assigned to special commission created to support Public Sector.	Ongoing	CCPAP	-Comptroller Office of the Republic of Panama -Minister of the Presidency -JTC

Status as of Date of Publication Page 25 of 34



Action Plan Subject: SMO 6-Investigation and Discipline

Action Plan Objective: Strengthening of Investigation and Disciplinary (I&D) Processes

Background:

In Panama, the JTC is the entity legally responsible for the investigation and disciplinary (I&D) mechanism for the profession. Even though JTC has legally established a process for investigating and disciplining (I&D) the profession, it is still not clear what type of elements constitute a specific issue to investigate, how effective the mechanism is or what is CCPAP's role in the process.

The CCPAP in its bylaws has the following instances to undertake investigations and implement disciplinary measures:

- Court of Honor (Tribunal de Honor)
- Professional Ethics Committee

The Court of Honor will be the highest disciplinary body of the CCPAP and will hear all cases in which a member is reported for alleged infringement of these bylaws, the law that regulates the profession of the CPA and any other matter related to violations of professional practice (Article 56)

The professional ethics committee will have the obligation to ensure faithful compliance with the professional ethics code, in force for CPAs. (Article 57)

As mentioned, CCPAP could only take disciplinary measures in case to our members only.

CCPAP does not have legal authority to implement I&D in the country; due to this reason, we encourage JTC to promote benchmark with other countries, to strengthen I&D in Panama.

Since the last report in 2018, we do not have information for the number of cases or complaints interposed through the JTC to accountants professionals.

Medium Influence / Medium Gap

Through CCPAP, open the mechanisms to ignite awareness of disciplinary actions and /or investigative procedures.

Status as of Date of Publication Page 26 of 34



					November 2021				
#	Start Date	Actions	Completion Date	Responsibility	Resource				
Initia	Initiation of the Disciplinary Process and Strengthening of Investigations								
1.	May.2018	Work with the JTC to carry out a review of existing procedures using SMO 6 as a benchmark.	Nov.2018	CCPAP	-BOD_CCPAP -JTC Special Commission				
2.	Jul.2018	Develop a report that shows the areas where the existing I&D mechanism is not in compliance with SMO6 requirements. Include possible actions which may need to be executed to attain compliance with the requirements of SMO6. Note: So far, we have not yet identified the areas where existing I&D mechanism is not in compliance.	Oct.2018	CCPAP	-BOD_CCPAP -JTC -Special Commission				
3.	Oct.2018	Encourage the JTC to utilize the results of the research to identify areas of weakness and improve those areas which are not in compliance with SMO 6.	Ongoing	CCPAP	-BOD_CCPAP				
Main	Maintaining Ongoing Processes								
4.	Ongoing	Continue to use best endeavors to ensure that JTC's investigation and disciplinary mechanism encompasses, addressing all SMO 6 requirements.	Ongoing	ССРАР	-BOD_CCPAP -JTC				

Status as of Date of Publication Page 27 of 34



Main Requirements of SMO 6

Requirements	Y	N	Partially	Comments
Scope of the System 1. A system of investigation, discipline and appeals exists for the accountancy profession. The system is operational.	Y			Only for CCPAP. The process is included in our bylaws.
Information about the types of misconduct which may bring about investigative actions is publicly available.	Y			Any case of misconduct (Article 56, bylaws)
Initiation of Proceedings				
Both a "complaints-based" and an "information-based" approach are adopted.	Y			
Link with the results of QA reviews has been established.		N		
Investigative Process 5. A committee or similar body exists for performing investigations.	Y			
Members of a committee are independent of the subject of the investigation and other related parties.	Y			
Disciplinary Process 7. A separate disciplinary committee/entity exists to make disciplinary decisions on referrals from the investigation committee.	Y			

Status as of Date of Publication Page 28 of 34



				November 2021
8. Members of the committee/entity include professional accountants as well as non-accountants.	Y			
The tribunal exhibits independence of the subject of the investigation and other related parties.	Y			
Requirements	Υ	N	Partially	Comments
Sanctions				
10. The disciplinary system allows imposing an extensive range of penalties. It is particularly important to include (a) loss of professional designation; (b) restriction and removal of practicing rights; and (c) exclusion from membership.	Y			
Rights of Representation and Appeal				
11. A third appeals body exists which is separate from both the disciplinary committee and investigative committee.	Y			
Administrative Processes				
12. Timeframe targets for disposal of all cases are set.	Y			
 Tracking mechanisms to monitor progress in investigation and discipline and related procedures are established. 		N		
14. Records of investigations and disciplinary processes are established.	Υ			

Status as of Date of Publication Page 29 of 34



Public Interest Considerations 15. Activities are supported to ensure that the public is aware that an investigative and disciplinary system exists in the jurisdiction.	Y			
16. A process for the independent review of complaints on which there was no follow-up established.	Y			
17. The results of the investigative and disciplinary proceedings are made available to the public.	Y			
Requirements	Y	N	Partially	Comments
Liaison with Outside Bodies				
18. There is an appropriate process for liaison with outside bodies on possible involvement in serious crimes and offences.	Y			

Status as of Date of Publication Page 30 of 34



Action Plan Subject: SMO 7-International Financial Reporting Standards and Other Pronouncements issued by the IASB

Action Plan Objective: Enhance Implementation of IFRS

Background:

In Panama, the practice is the adoption of international standards as a whole.

The JTC is the regulatory body established by law, responsible for the disseminate, promote and promulgate the standards and regulations in Panama, for which they have created the National Financial Accounting and Auditing Technical Standards Commission (NOCOFIN) on July 10, 1986. NOCOFIN is composed by members from different APA's and two of the main prestigious Universities in our country; all of them, CPA's. Currently, three members of CCPAP are include in NOCOFIN. One of them, is the Vice President of NOCOFIN.

IFRSs were adopted in Panama, as they were incorporated by the Panamanian Republic as a national statutory requirement through the implementation of the Law 6 of February 2, 2005, which mainly stipules that the IFRS's adopted will be the most recent version as of that date, plus any subsequent change or modification that can occur in the future.

IFRSs adoption was a mandatory requirement for banks and stock market entities in Panama since 2000.

These segments are very knowledgeable of the application of IFRSs and the Public Accounting Firms that audit these Banks and Public Entities are very capable practitioners with vast experience auditing IFRS financial statements. Large companies have been forced since 2002 by their financial institutions to apply IFRSs to obtain financing so these entities are also very capable in IFRS reporting.

A key area of challenge is the small and medium businesses in Panama which have not required financing to subsist, and therefore have not yet adopted IFRS.

IFRS and IFRS for SME's are always included in the annual training program of the CCPAP.

CCPAP will keep doing their best efforts to support the JTC through the process of strengthening the effective use and application of IFRSs in the country.

CCPAP includes in its annual continuing education program, training seminars and workshops focusing on compliance with IFRS and IFRS for SME's.

Low - Medium Influence / Medium Gap

Active involvement in the promotion of IFRS but less power to influence governmental officials in the convergence process to IFRS's.

Lack of resources from medium and small businesses to fund the implementation process.

Status as of Date of Publication Page 31 of 34



#	Start Date	Actions	Completion Date	Responsibility	Resource
Pro	motion of Adopti	ion and the Implementation of IFRS's and IFRS's for SMEs (COM	IPLETED)		
1.	Ongoing	Inclusion in our website of topics on regard of the implementation of the IFRS's and IFRS's for SMEs.	Ongoing	CCPAP	CCPAP - ISC
2.	May.2018	Retake IFRS for SME's Workshops (24 hours training), updating the training tools provided by the World Bank and incorporating one international trainer, to emphasize on the need for an obligation of Small and Medium Enterprises in adopting and implementing IFRS for SMEs. CCPAP keeps incorporating in their annual seminar program, IFRS and IFRS for SME's.	Oct.2018	CCPAP	-BOD_CCPAP -JTC -Regulatory Entities (SIB de Panamá, Superintendencia de Seguros, Comisión Nacional de Valores, etc.)
3.	May.2018	Promote with the JTC, the establishment as a requirement that regulatory entities must oversee the compliance of banking, listed and large entities with IFRS. Work with JTC to discuss manners in which the organization can oversee compliance of small and medium sized companies with the adoption of IFRS for SMEs.	Jun.2019	CCPAP	BOD_CCPAP -JTC -Regulatory Entities (SIB de Panamá, Superintendencia de Seguros, Comisión Nacional de Valores, etc.)
4.	Jul.2018	CCPAP develop a program for training regulatory entities in the necessary techniques and skills of compliance supervision.	Oct.2018	CCPAP	BOD_CCPAP -JTC -Regulatory Entities (SIB de Panamá, Superintendencia de Seguros, Comisión Nacional de Valores, etc.)

Status as of Date of Publication Page 32 of 34



5.	Nov.2018	Provide a massive training to regulatory entities to strengthen	Jan.2019	CCPAP	BOD_CCPAP -JTC -Regulatory Entities (SIB de Panamá,
J.	1101.2010	their supervision skills.	Jan.2019	CCPAP	Superintendencia de Seguros, Comisión Nacional de Valores, etc.)
En	hancement to Ed	lucational System to Further IFRS Knowledge and Implementati	on		
6.	Apr.2018	Promote with the MEDUCA, the incorporation of IFRSs in the curriculum of the accounting subject on public and private schools: 1. Develop a study plan incorporating IFRSs concept. 2. Establish a pilot project program, selecting two well-known accounting schools and implementing. 3. Evaluate the results of the application and perform required adjustments. 4. Standardized the implementation of the application to all public and private schools. 5. Establish a training program.	Ongoing	CCPAP	-BOD_CCPAP
7.	Jun.2018	Promote through the JTC in collaboration with UNESCPA and other local universities, the inclusion of IFRS and IFRS for SME's in the curricular academic accounting program for the Country: 1. Identify and review the various areas of study of the professional accountancy education program, and structure a proposal to incorporate IFRS and IFRS for SME's. 2. Review and approve the proposal with the CCPAP's Education Commission (CCPAP-EC). 3. Encourage the implementation of changes through all universities that have accounting programs. 4. Establish a training program.	Oct.2018	CCPAP	-BOD_CCPAP, CCPAP – EC, JTC, UNESCPA

Status as of Date of Publication Page 33 of 34



Ongo	oing Training a	nd Education conducted by CCPAP			November 2021		
8.	Jun.2018	Review latest changes to IFRS and IFRS for SME's and determine if they need to be included in the training program, as result of any change or modification.	Ongoing	ССРАР	BOD_CCPAP		
9.	Jan.2018	Continue the training program about the IFRSs for the CCPAP members and others interested. In addition, continue with training through participation of IFRS' seminars and other professional arenas to further increment the support and awareness of IFRS application and guidance. Note: CCPAP has annually an IFRS Congress. Also IFRS (in modules mode) is always included in our annual training program.	Annually	ССРАР	-CCPAP's Commission		
Maintaining Ongoing Processes							
10.	Ongoing	Continue to use best endeavors by identifying opportunities to further assist in the implementation of IFRS's, to whom it may be necessary. This includes review of the existing activities and updating action plans for the future activities if required.	Ongoing	ССРАР	-CCPAP -EC		

Status as of Date of Publication Page 34 of 34