

TRAINING AND ADVISORY SERVICES (TAS) – Transforming businesses through developing people

TAS is divided into two main divisions namely Financial Reporting Technical (FRT) – which focusses on IPSAS and IFRS – and Competence learning Solutions (CLS) which focusses on the competence models for practical training such as the ICAZ competence model and the EdgeOnline system. Our vision is to transform businesses through developing people and our main thrust is the provision of tailored, industry-relevant training solutions and advisory services.

We provide the following solutions in the manner detailed in our service delivery channels:

FINANCIAL REPORTING SOLUTIONS

- **Financial Statements** – we stand ready to assist entities with elements of the financial statements through:
 - Preparation of Financial Statements
 - IFRS & IPSAS training and implementation
 - IFRS & IPSAS transaction advisory
 - Taxation training and advisory
- **Other Integrated Reporting Solutions** – our solutions are hinged on the integrated reporting cycle and as such we can assist you with the following:
 - **Management Commentary** – We can assist with Management Discussion and Analysis, Operating and Financial Review and Strategic Reports.
 - **Governance and Reports** – We can also help you with analyzing governance structures and how well they support the ability to create value in the short, medium and long term.
 - **Environmental and Social impacts** - This entails sustainability reporting. A sustainability report is a report published by an organization about the economic, environmental and social impacts caused by its everyday activities. This links well with the ZSE listing requirements which listed entities should comply with.
 - **Corporate Communications** - We assist entities in developing, cultivating and maintaining a corporate identity through the communications which are sent internally and into the external market.

COMPETENCE LEARNING SOLUTIONS

- **Accredited Training Office Support**

TAS helps corporates who want to be registered with the Institute of Chartered Accountants of Zimbabwe (ICAZ) to train future Chartered Accountants (CAs). TAS assists with the actual application for accreditation and setting up of systems which comply with the ICAZ requirements so that the training office is successfully set up.

We also assist existing training offices with a different array of services. Some of the services we offer are:

- Trainees and reviewers training – to aid in understanding the ICAZ competencemodel

- Evaluators training – assisting evaluators within a training office to understand how to do six monthly reviews
- Training and review of Recognition of Prior Learning (RPL) forms and other practical training assessment documents

➤ **Edge online system**

The Edge online system is an easy, user friendly and accessible online assessment tool which was developed to provide Training Offices with a cost-effective assessment tool for trainees in compliance with ICAZ’s regulations.

Basic Functionalities of Edgeonline include;

- Documentation of training records
- Reports on progress for the different roles
- Highly secure information storage.

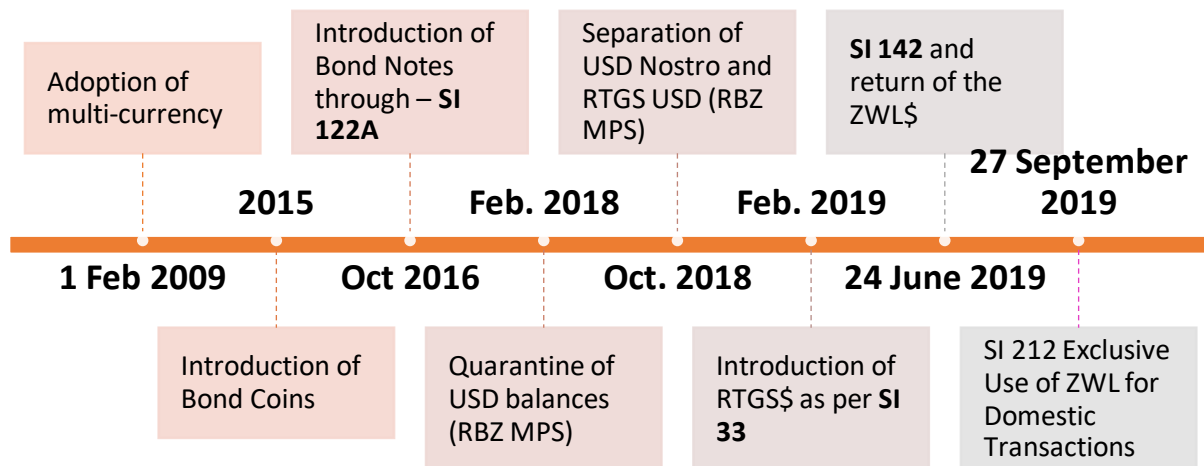
➤ **PAO Support**

We also assist Professional Accounting Organisations with set up and bolstering of competence frameworks. Currently, we work with the Institute of Chartered Accountants of Zimbabwe (ICAZ) with the **Assessor training** which trains potential assessors to be equipped for their roles.

RESEARCH CENTER

We can also assist in doing research for certain matters within entities and Zimbabwe and the impact on financial reporting. Part of our current research is on the currency changes in Zimbabwe, refer to the excerpt below:

This is a diagram depicting a timeline of the different changes to policy in relation to currency in Zimbabwe since 2009.



SERVICE DELIVERY CHANNELS

- Training
- Complex/Non-complex advisory
- Standards & Technical Implementation
- Competence framework set up and update

EXPERT TEAM

We boast of a highly experienced and expert team of ten Chartered Accountants – supported by a team of thirteen Chartered Accountants in training – dedicated to researching and understanding IFRS and IPSAS to help corporates in reporting better through compliance with these international financial standards. The team is also dedicated to assisting PAO's and entities in general to ensure that there is effective practical training at the different entities.

Feel free to contact us, we look forward to establishing a permanent and mutually rewarding business relationship with you at:

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