



# ONECCA

**ORDRE NATIONAL DES EXPERTS - COMPTABLES DU CAMEROUN**  
**The Institute of Chartered Accountants in Cameroun**

MEMBRE DE - MEMBER OF: IFAC, FIDEF, PAFA, ABWA

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September 28, 2020

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### **Attestation of Ongoing SMO Compliance**

IFAC Statements of Membership Obligations (SMOs) require IFAC Members and Associates to support the adoption and implementation 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.

The **ONECCA Cameroon** has developed an Action Plan to demonstrate how it fulfills the requirements of the SMOs (revised in 2012). We have reviewed the information contained within the SMO Action Plan and affirm that **ONECCA Cameroun** continues to undertake these and other relevant actions in order to maintain ongoing compliance and fulfillment of the membership obligations.

On behalf of the leadership of **ONECCA Cameroon**, I endorse the 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.

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The President,

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ONECCA Cameroon

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22<sup>nd</sup> September 2020

**The President,**

**Léonard AMBASSA, Ph.D.**

## **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 adoption<sup>1</sup> and implementation<sup>2</sup> 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 IFAC Member Compliance Program website.

## **ACTION PLAN**

<b>IFAC Member:</b>	Ordre National des Experts-Comptables du Cameroun (ONECCA)
<b>Approved by Governing Body</b>	ONECCA Council
<b>Original Publish Date:</b>	July 2011
<b>Last Updated:</b>	October 2020
<b>Next Update:</b>	October 2023

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<sup>1</sup> *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.

<sup>2</sup> *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**

ABWA	Association of Accountancy Bodies in West Africa
CEMAC	Central Africa Economic and Monetary Community
CNCC	Compagnie Nationale des Commissaires aux Comptes
CSONEC- CEMAC	Board of National institute of Chartered Accountants of CEMAC
CPD	Continuing Professional Development
CSOEC	Conseil Supérieur de l'Ordre des Experts Comptables
CONSUPE	Contrôle Supérieur de l'Etat
DDPI	Direction du développement et de partenariat International
FIDEF	Fédération Internationale des Experts-Comptables Francophones
IAASB	International Auditing and Assurance Standards Board
IASB	International Accounting Standards Board
ICPAK	Institute of Certified Public Accountants of Kenya
IAASB	International Assurance and Auditing Standards Board
IES	International Education Standards
I&D	Investigation & Discipline
IFAC	International Federation of Accountants
IFRS	International Financial Reporting Standards
IPSAS	International Public Sector Accounting Standards
ISA	International Standards on Auditing
ISQC	International Standard on Quality Control
ISRE	International Standards on Review Engagements
OHADA	Organization for the Harmonization of Business Laws in Africa
ONECCA	Ordre National des Experts Comptables du Cameroun
QA	Quality Assurance
SAC	Standard Advisory Council
SME	Small and Medium size Enterprises
SMO	Statement of Membership Obligation

**Action Plan Subject:** SMO 1–Quality Assurance  
**Action Plan Objective:** Ensure a Quality Assurance review is adopted and implemented

**Background:**

In 2001, the Economic and Monetary Community of Central Africa (CEMAC) issued Regulation n° 11/01-UREC-027- CM-07 of 5 December 2001 which states that all professional accountants in public practice must comply with quality control standards. CEMAC additionally delegated the responsibility for quality assurance (QA) reviews to national PAOs.

Similarly, in June 2017, the Organization for the Harmonization of Business Law in Africa (OHADA) issued Regulation No. 01/2017/CM/OHADA Pratiques Professionnelles de la Comptabilité et de l’Audit dans les pays membres de l’OHADA mandating PAOs within OHADA member states to develop and implement QA review systems.

Cameroon is a member state of both regional communities and as such, the Ordre National des Experts-Comptables du Cameroun (ONECCA-Cameroon) is responsible for adopting and implementing appropriate procedures nationally.

ONECCA-Cameroon commenced QA reviews with the partnership and support of the International Cooperation of the French Accountancy Profession (DDPI) and financing from the World Bank. In June 2017, a DDPI consultant visited 12 firms that serve public interest entities to carry out QA reviews and issue reports. Subsequently, ONECCA-Cameroon has continued to carry out reviews among member firms in 2019 and expects to complete the first cycle by December 2021.

From 2018 to 2019, ONECCA was in a phase of voluntary evaluation of firms organized in companies and individual members. ONECCA had entered the second phase of quality control before the start of the COVID-19 pandemic and it came to a halt. It plans to resume to complete the phase of voluntary controls through digitalization. At this stage ONECCA has already controlled about a hundred of members.

The program for the implementation of quality control by the members is proceeding as planned and is already in its last phase. Majority of members and firms registered in the board are already controlled in 2019. We will complete the process by December 2021.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resources
<b><i>Training for trainers and members on ISQC1 standard</i></b>					
	04/06/12	Training of trainers on the conceptual framework of IFAC’s mission, on code of Ethics and business conduct of ONECCA and the ISQC1	26/02/13 <b>Completed</b>		

	01/05/13	Training of members on the IFAC framework , code of Ethics and business conduct of ONECCA and the ISQC1	24/05/13 <b>Completed</b>		
	01/09/15	Training of other trainers on the conceptual framework of IFAC's mission, on code of Ethics and business conduct of ONECCA and the ISQC1	31/12/15 <b>Completed</b>		
<b>Quality control of firms</b>					
	16/04/14	Current situation of the profession in two phases : -Public interest entities - others firms			
	23/02/16	Current situation of the profession by visiting 4 others firms	24/02/16 <b>Completed</b>		
	01/09/16	Current situation of the profession in two phases, for 30 members	31/12/16 <b>Completed</b>		
	01/01/17	Current situation of the profession in two phases, for 50 members	31/12/18 <b>Completed</b>		
	01/01/2018	Evaluation of the implementation of Quality control standards as required by the report of the DDPI Expert in the first 12 Public interest entities.	31/05/19 <b>Completed</b>		
	01/06/2018	Current situation of the profession in three phases, for 26 others firms	31/12/19 <b>Completed</b>		
	01/01/2019	Current situation of the profession in four phases, for 60 others members	31/12/2020 <b>Ongoing</b>		
	01/06/2019	We have developed the OHADA transposed electronic work file, the ONECCA platform for the digitalization of practices will be operationalized Finalize the implementation of the Pack-PE contractualized with the DDPI in SYSCOHADA (Revised OHADA Accounting System) to control and carry out the audit assignments of small firms	31/12/2020 <b>Ongoing</b>		

01/02/2020  01/05/2020	ONECCA does not offer a manual but a quality control model identical to that applied at the level of the Institute of Chartered Accountants of France, our technical partner by the DDPI. Current situation of the profession for remaining 07 others firms  Evaluation of the implementation of Quality control standards as required in 2018 and 2019 in all the visited members and firms From 2018 to 2019, we were in a phase of voluntary evaluation of firms organized in companies and individual members. We plan to resume to complete the phase of voluntary controls through digitalization. At this stage we have already controlled about a hundred of members.	31/06/2020 <b>Ongoing</b>  31/12/2021 <b>Ongoing</b>		
01/09/16	Training of the trainers on coaching skills of members on how to implement in their firms the code of Ethics and ISQC1	31/12/17 Completed		
01/03/17	Coaching of 50 members in the implementation of the code of Ethics and ISQC1 in theirs firms	31/12/18 Completed		

SMO 1 Best Practice	Yes	No	Partially	Comments
<b>(Para #) Scope of the System</b> At a minimum, mandatory QA reviews are required for all audits of financial statements.	<b>X</b>			The QA system implemented by ONECCA Cameroon aims to promote the implementation of mandatory QA controls in all audits of financial statements carried out by our member firms. This, in order to reassure all of our national and international investors and financial promoters, of the reliability of all the financial information produced by all our member firms.
<b>Quality Control Standards and Other Quality Control Guidance</b> Firms are required to implement a system of quality control in accordance with the quality control standards.	<b>X</b>			All ONECCA member firms are required to comply with the ISQC1 quality standard and ISA 220 standard. They must therefore have a quality manual within their firm. In order to facilitate this process, we have transposed the PACK-PE, a tool from France in relation to IFAC standards and the OHADA accounting framework, which is compulsory in the CEMAC zone and at UMOA.  In addition, they must be subject to quality control at least

SMO 1 Best Practice	Yes	No	Partially	Comments
				every three years.
Most up to date versions of ISQC 1 and other relevant ISA are adopted as the quality control standards.	X			In accordance with Regulation No. 001 / DL / 2017 / CM / OHADA on the harmonization of the practices of accounting and auditing professionals in OHADA member countries adopted in Guinea Conakry, on December 8, 2017 by the Council of Ministers OHADA It should be noted that this regulation is mandatory, ONECCA is required to update IFAC standards for the professional practice of its members. All of this alignment is aimed at providing better quality information to investors. We have therefore made updates with our technical partner, the DDPI of ISQC1 standards and the relevant ISAs as part of the transposition of this tool. We have also just completed the transposition of the working file with an electronic worksheet for the benefit of all our members.
Member Body assists firms in understanding the objectives of quality control and in implementing and maintaining appropriate systems of quality control.	X			Various seminars and video conferences are regularly organized to help our members understand the importance of the quality control process carried out by our organization. We also do this as part of our quality controls missions on the field by evaluating the organizational system and its implementation.
<b>Review Cycle</b> A cycle-based, risk-based, or a mixed approach for selecting firms for QA review is used.	X			It should be noted first of all that our members respect the conceptual framework of IFAC's audit missions. In this context, it is the risk-based approach that is adopted and by audit cycle, and a good part of the public in Cameroon, especially large companies, have already adopted this practice which allows them to have a mapping of risks at the end of the assignment and at the beginning an agreement is made in each case through an engagement letter. Then, together with the DDPI, we implemented this approach through the selection of the first sample of 15 members (public interest entities) for quality control. It is this practice

SMO 1 Best Practice	Yes	No	Partially	Comments
				which is now applied to all firms and inspired by the model practiced in France within the Company of Auditors and the Superior Council.
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).	<b>X</b>			Since the implementation of the quality control assurance exercise of member firms is new in our environment and that this exercise requires a lot of resources at the moment, we have opted for a quality control cycle of three years for all our member's firms.
<b>QA Review Team</b> Independence of the QA Team is assessed and documented.	<b>X</b>			Quality Assurance team's members are effectively selected based on their experiences in Quality Assurance exercises and for their high ethics and independence value.  Verifications are been carried out to assesses and document Quality Assurance team independence.  Basically, the first firms subjected to this professional exercise that we generally retain the volunteers as well as the members of the Technical Commission responsible for this mission. We only started the evaluation in 2020 and the process did not really take place, we will get it back on track as soon as the very next resumption as of this month of November 2020.
QA Team possesses appropriate levels of expertise.	<b>X</b>			All the members of our teams Quality Assurance are selected for their long experience within renowned audit firms and medium-sized firms according to their availability and their record of service in the field.
<b>Reporting</b> Documentation of evidence supporting the quality control review report is required.	<b>X</b>			During the Quality control review, documentation are ask to our controlled members in other to be archive and serve as proof of what members says is been done in their firm in accordance to Quality Assurance exigencies.
A written report is issued upon conclusion of the	<b>X</b>			Upon conclusion of the QA review, before leaving the



SMO 1 Best Practice	Yes	No	Partially	Comments
QA review and provided to the firm/partner reviewed.				<p>controlled member firm, the team of quality auditors reads the key points of the expected quality control report. If both parties (controller team and audited company) agree on the content of the report, the manager of the audited office signs the written report of this first draft on the quality control assessment indicators of his office. So far we have not yet registered any protest from members.</p> <p>Later (two weeks after the quality audit), a final report signed by the chairman and the chairman of the competent technical committee is submitted in a sealed envelope to the previously audited cabinet with a copy in the member's file, to the president of ONECCA and to the President of the Technical Commission in charge.</p>
<p><b>Corrective and Disciplinary Actions</b></p> <p>Reviewed firms/partners are required to make timely adjustments to meet recommendations from the review report.</p>	X			<p>In the final remarks of the quality audit team, all the positive points observed within the quality assurance system of the audited firm are acknowledged, and any repealed items are also listed to the audited firm. This firm must therefore make the necessary adjustments in a timely manner in order to meet the normative requirements in insufficiencies observed and this, based on the recommendations and suggestions of the team of quality auditors.</p> <p>At the end of their implementation, a second visit by the control team is planned at its request.</p>
QA review system is linked to the Investigation and Discipline system.	X			<p>The quality assurance review is a mandatory exercise that all our members must undergo.</p> <p>Consequently, a timetable is communicated to all our members, so that they are prepared to receive the team of quality auditors. Those firms that agree to be audited first receive an interview questionnaire with a minimum basic requirement to be provided beforehand to ONECCA to get to</p>

SMO 1 Best Practice	Yes	No	Partially	Comments
				know their firm better in relation to its portfolio of missions. In the event of failure to comply with this obligation, the member concerned is undergoing disciplinary proceedings.
<p><b>Consideration of Public Oversight</b></p> <p>The body responsible for QA reviews cooperates with its oversight body and shares information on the functioning of the QA review system, as needed.</p>	<b>X</b>			<p>In addition to the report in closed envelopes issued to each audited firm, a general report presenting the overall trends within the entire profession in terms of quality assurance is sent to all members of ONECCA Cameroon for their information and to take any appropriate measures within their cabinet.</p> <p>This general report will help the ONECCA board later to take corrective action on issues that require, for example, training or awareness campaigns.</p>
<p><b>Regular Review of Implementation and Effectiveness</b></p> <p>Regular reviews of implementation and effectiveness of the system are performed.</p>	<b>X</b>			<p>Regular reviews of implementation and effectiveness of the system are performed in order to help our members to improve their Quality Assurance system.</p> <p>It is based on the examination of the level of implementation of the QA system for the years 2018 and 2019 that the Board of ONECCA decided to digitize the revised SYSCOHADA, associated with the Pack-PE and to put set up a new digitized working file.</p>

**Action Plan Subject:** SMO 2–International Education Standards for Professional Accountants and Other Pronouncements Issued by the IAESB  
**Action Plan Objective:** Ensure that all the IES requirements are incorporated into ONECCA’s training requirements

**Background:**

The Economic and Monetary Community of Central Africa (CEMAC) issued Regulation n° 11/01-UREC-027-CM-07 of 05 December 2001 to revise and reclassify the status of independent accounting professionals to Public Accountants and Decision N° 30/01-UEAC-027-CM-07 of 05 December 2001 requiring the establishment of professional accountancy organizations in all the member states to harmonize the regulation of Public Accountants.

CEMAC sets regional-level initial professional development requirements for the accountancy profession that are to be transposed and implemented in each member state. The regulations issued in 2001 outline that candidates who wish to become CEMAC-accredited Public Accountants must be holders of a public accountancy diploma certification, or an advanced diploma in accountancy that is recognized by competent authorities. In practice, this is the French Diplôme d’expertise comptable (DEC). Obtaining the DEC consists of three stages that the candidate must pass. The first is an aptitude exam to assess the candidate’s ability to participate in an advanced accountancy training program. Candidates must have a bachelor’s degree to sit for the exam. Candidates may then progress to advanced program and the accompanying diploma (Diplôme d’Etudes Comptables Supérieures – DECS), which assesses technical knowledge. The candidate is required to undergo a three-year internship in a chartered accountancy firm. Subsequently, the DEC is awarded to candidates who have undergone the highest level of training in accounting, auditing, organization, management, and management information systems. The training program provided at ONECCA-INTEC in partnership with INTEC-Paris, is aligned with international standards.

Subsequently, individuals must receive authorization from CEMAC and register with a PAO in their jurisdiction as a Public Accountant to offer any accountancy services. The implementation of the education and training process varies by CEMAC member states, however, due to capacity. [According](#) to the Compagnie Nationale des Commissaires aux Comptes (CNCC) and Conseil Supérieur de l’Ordre des Experts-Comptables (CSOEC), the DEC qualification is aligned with the 2015 IES requirements. The diplomas of the French accountancy curriculum have undergone a renovation. Their update was adopted by the Consultative Commission for the Professional Training of Chartered Accountants, which is under the authority of the Ministry, and by the National Council for Higher Education and Research (CNESER). The renovated programs came into effect in 2019.

At a national level, [Law No. 2011/009 Relating to the Practice of the Accounting Profession and the Functioning of the ONECCA-Cameroon](#) regulates the accountancy profession and the activities of the Ordre National des Experts-Comptables du Cameroun (ONECCA-Cameroon). Law No. 2011/009 further details the CEMAC IPD requirements and stipulates that candidates must hold a professional accounting diploma recognized by the State of Cameroon, complete three years of practical experience, and pass written and verbal [examinations](#) organized by ONECCA-Cameroon to ensure candidates have sufficient knowledge of the Cameroonian institutional, legal, and fiscal environment.

Law No.2011/009 also permits ONECCA-Cameroon to establish continuing professional development requirements. Through [Decree N°](#)

[00000120/MINFI of 16 July 2012](#), the institute has determined members must fulfill 120 hours of CPD over three years.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resources
<i>Adoption/Supporting Adoption of IESs (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	01/04/14	Draft terms of reference for the revision of CPD duration requirement: the duration of the CPD to be reduced exceptionally to 30 hours for 2014 by a general assembly resolution;	30/04/14 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget Training Resources : Education & Training Committee
	01/05/2014	Application of the exceptional 30 hours duration of the CPD for 2014;	<b>05/01/2015 Completed</b>		
	23/01//15	Adoption of the 120 hours for CPD on three years as required by IFAC	30/01//15 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget Training Resources : Education & Training Committee
	06/04//15	Application of the 120 hours for CPD on three years as required by IFAC	31/12/18 <b>completed</b>		
	01/01/16	Elaborating the CPD model of reporting	31/09/20 <b>Ongoing</b>	Council of the Institute	Funding : ONECCA Budget
	01/01/16	Elaborating an equivalence system	31/12/20 <b>Ongoing</b>		
	01/01/2019	Second phase of the 120 hours for CPD on three years as required by IFAC <ul style="list-style-type: none"> <li>- Training of members on the Cameroon 2019 finance law (5 hours of CPD)</li> <li>- Training on the use of the new digital collaborative platform that ONECCA makes available to its members (3 hours of CPD)</li> <li>- Training on the use of PACK-PE ISA, SYSCOHADA version ( 15 hours of CPD)</li> <li>- IFRS training: USA Embassy FIAN project SLMAQM18CA2079 (20 hours of CPD)</li> </ul>	31/12/2021 Ongoing	Council of the Institute	Funding : ONECCA Budget Training Resources : Education & Training Committee

	01/01/14	Elaboration of the text on application and adoption by the General assembly  Implementation of an entrance examination into the membership of the Institute	30/07//20 <b>Ongoing</b>  30/12/20 <b>Ongoing</b>	Council of the Institute	Funding : ONECCA's Budget Training Resources : Education & Training Committee
	01/02/13	Current situation on training : a study carried out by DDPI and production of syllabus and educational materials	24/05/13 <b>Completed</b>	Council of the Institute	Funding : World Bank Grant Training Resources : DDPI & Education and Training Committee
	01/06/16	Seminar with all those who are concerns on the reform project	30/06/20 <b>Ongoing</b>		
	30/06/17	Draft of the reform on the accounting training system and transmission to CEMAC for opinion	30/09/17 <b>Completed</b>	Council of the Institute	Funding: ONECCA Budget Education & Training Committee
	14/10/17	Actions with CEMAC to put in place a regional body of professional accountant organization in central Africa to ameliorate the training quality in the sub-region level	30/12/2018 <b>Completed</b>	Council of the Institute /CEMAC	Funding: ONECCA Budget
	20/11/2019	The Board of National institutes of Chartered Accountants of CEMAC (CSONEC-CEMAC) was effectively created and the current President of ONECCA, Léonard AMBASSA has been sitting since January 2019, as its very first President by decision n ° 014 of January 2019. Its mission is to ensure the improvement of the quality of the services of the Accounting Professionals of the member countries, in order to guarantee the reliability of the accounting and financial opinions issued in the exercise of their missions, in accordance with the standards of the profession. This role therefore mainly concerns the quality control of members at community level and its technical advice to be given to the CEMAC Commission.  Review of the study carried out by DDPI on the accounting training system in Cameroon. The	30/07/2020 <b>Ongoing</b>	Council of the Institute	Funding: ONECCA Budget Education & Training Committee

		<p>results of this study concerned two main aspects: The member of ONECCA, Support for the state in its accounting training policy in education.</p> <p>(1) (1) For the training of the member it takes place in two major moments (1.1.) When registering for the first time on the member's roll, national law requires us to take care of those who have obtained their diploma abroad. understand their local working environment, in particular the specific legislation in matters of affairs falling under OHADA law and the specific concurrent legislation in fiscal matters and the ecological environment of the State, this requirement was the subject of an express request on behalf of the State for its execution, we voted at our last general assembly in June 2020 an important resolution for the technical registration procedures for these candidates who obtained their diploma abroad. It will be implemented from January 2021. Secondly, to ensure the functioning of the members in office, this control is carried out in accordance with training requirements. Requirement of 120 hours of training for each registered member over 03 years, we have no problem at this level because we have training on so-called mandatory SMOs with high added value for the members, and we have other meetings for which ONECCA has admitted that they constitute great moments of training in governance, it is the congresses and general assemblies, and finally we have instituted business-talks which are moments of exchange with the public that allow each member to complete these training hours.</p> <p>(2) (2) For training in education (2.1.), The ROSC report of the World Bank gave an important</p>			
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		<p>recommendation to assist States in these educational training courses. We are opening up to secondary schools to help them with their program during major reforms, to universities and professional schools also to assist them in the development of programs and diploma training.</p> <p>(3) (2.2.) For diploma training for members, there is a community policy defined and decided by CEMAC with implications for OHADA. CEMAC is in discussion with OHADA for a diploma in the two areas, UEMOA and CEMAC. In addition and in accordance with the decisions of the CEMAC inventory in 2018 on the renewal of the accounting profession in the CEMAC area, the CEMAC had decided to return to the course of the diploma of chartered accountant in order to update and align with the requirements of IFAC and the LMD system, CEMAC undertook an implementation research by giving a mandate to the DDPI, to do so in connection by following the technical advice of CSONEC-CEMAC, this policy is in progress at the moment and a round table was made on September 22, 2020.</p> <p>(4) Overall, the new professional training policy meets the requirements of IFAC and the imperative of the Antananarivo Appeal for the development of the membership of professional orders.</p>			
<i>Support Implementation of Educational Standards (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	01/06/13	<p>Training for trainers on the standards IES 7 and 8</p> <p>Conception and implementation of a CPD system</p> <p>Writing and adoption of the charter on the CPD</p>	<p>30/06/13 <b>Completed</b></p> <p>25/02/14 <b>Completed</b></p>	Council of the Institute	<p>Funding : World Bank Grant</p> <p>Training Resources : Education and Training Committee + DDPI</p> <p>Training Resources :</p>

			30/04/14 <b>Completed</b>		Education and Training Committee + DDPI
01/07/14	Elaboration of the reporting model on the CPD activities Collection of members reports Publication of ONECCA's report on CPD activities		31/07/14 <b>Completed</b> 30/05/15 <b>Completed</b> 31/12/20 <b>Ongoing</b>	Council of the Institute	Training Resources : Education and Training Committee
01/01/15  01/07/16	Develop monitoring activities to ensure compliance with IES7: We organize compulsory and non-compulsory training for all our members during the year and we assess participation rate through the table of CPD credits. After evaluating the participation rate of members in ONECCA trainings, we give the opportunity to those who have not reached the required annual quota of hours to complete through training external to ONECCA. To do this, they must put together a file to send to the scientific committee, which studies and takes into consideration the allocated CPD hours. For the moment we are not encountering any difficulty in implementing this policy, because our members now all understand the value of Continues professional development with these new issues and its challenges.  Evaluation of the CPD system		15/05//15 <b>Completed</b>  30/12/18 <b>completed</b>	Council of the Institute	Funding : ONECCA Budget Training Resources : Education and Formation Commission
<b><i>Review of Organization's Compliance Information</i></b>					
On going	Continue to review educational/training requirements in accordance with the IESs. This includes review of the implementation process of the Action plan to date and updating the Action for future activities		Ongoing	Council of the Institute	Staff of ONECCA



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

**Action Plan Objective:** Adopt the international standards of audit as reference table of the missions of audit

**Background:**

The Organization for the Harmonization of Business Law in Africa (OHADA) Uniform Act Relating to Commercial Companies and Economic Interest Groups 4/1997 (revised January 2014) stipulates that statutory audits are mandatory for all public companies and limited liability companies (LLCs) that exceed determined thresholds. Banking and insurance legislations also require mandatory audits of banks, financial institutions, and insurance companies.

In June 2017, the OHADA issued Regulation No. 01/2017/CM/OHADA Pratiques Professionnelles de la Comptabilité et de l'Audit dans les pays membres de l'OHADA to harmonize regional auditing standards with international best practice. The regulation states that effective from January 1, 2018, all audits in member states, which includes Cameroon, must be conducted in accordance with ISA as issued by the IAASB.

Cameroon is also a member state of the Economic and Monetary Community of Central Africa (CEMAC), which has authority to determine the applicability of OHADA regulations within the CEMAC zone. Although Section 5 of the [Law No. 2011/009 Relating to the Practice of the Accounting Profession and the Functioning of the ONECCA-Cameroon](#) stipulates that members of ONECCA must adhere to regional and international standards, the institute indicates that they are subject to final approval by CEMAC.

In regards to REGULATION NO 001 / DL / 2017 / CM / OHADA ON THE HARMONIZATION OF PRACTICES OF ACCOUNTING AND AUDIT PROFESSIONALS IN OHADA MEMBER COUNTRIES, taken in Conakry, Guinea on June 8, 2017 ONECCA continue adopting new ISA standards since 2009 and which are mandatory from 2017 to date ISA (article 4).

In any case, the ISA professional standards and the IESBA professional code of ethics are applicable without any restriction on the same form as the IFAC, because these standards are recognized de facto in our sub-region and in Cameroon by ONECCA which oversees the application in the field.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Adoption/Supporting Adoption of ISAs (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	04/06/12	Training for trainers on the IFAC Conceptual framework and the ISAs	26/02/13 <b>Completed</b>	Council of the Institute + World Bank Project's Team	Funding : World Bank Grant Training Resources : (DDPI) +Trainers (12)
	01/06/13	Draft an implementation guide and distribute them to ONECCA Members	15/07/13 <b>Completed</b>	Council of the Institute + World Bank Project's Team	Staff of ONECCA
	01/06/14	Prepare a proposed decree on ISAs for the Prime Minister to signs;	31/12/16 <b>Completed</b>	Council of the Institute	Funding : World Bank Grant Training Resources : ONECCA Trainers
	23/01/2015	Adoption of the ISA, ISQC1 and related review by the general Assembly	31/01/15 <b>Completed</b>		
		Signature of the Decree by the Prime Minister	30/03/17 Ongoing		
<i>Support Implementation of Auditing Standards (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	01/06/14	Elaborate a procedure of revising ISAs, following each revision by the IAASB. Procedure not yet established	30//12/16 <b>completed</b>	Council of the Institute	Funding : World Bank Grant Training Resources : ONECCA Trainers
	20/10/2017	Adoption of the new revised norms related to audit report through the application of the regulation N° 1/2017/CM/ of the Organization for the Harmonization of Business Law in Africa (OHADA) relating to the harmonization of the practice of accounting profession and audit in countries members of OHADA.	30/12/17 <b>Completed</b>	Council of the Institute / CEMAC	Funding : ONECCA Budget
	05/01/2018	In favor of the above regulation, the PACK-PE version has been the subject of this revision and has taken into account the revision of these new standards, it is because of the PACK that the CEMAC regulation imposes on us the immediate application of	11/10/2018 <b>Completed</b>	Council of the Institute / DDPI	Funding : ONECCA Budget
			11/02/2019		

05/01/2018	<p>IFAC standards by update only.</p> <p>Signing of a Convention with the CSOEC and the CNCC for the right to adapt the French PACK PE AUDIT to OHADA law.</p> <p>Transposition of the "PACK –PE AUDIT" of the CSOEC and CNCC to the revised OHADA norms related to audit.</p> <p>Transposition of the working materiel (dossier de travail) from the French model to a version adapt for OHADA countries audit.</p>	<p><b>Completed</b></p> <p>31/12/2020</p> <p><b>Ongoing</b></p>	<p>Council of the Institute / DDPI</p> <p>Council of the Institute</p>	<p>Funding : World Bank Grant /ONECCA Budget</p>
01/08/14	<p>Produce auditing tools and train members on their implementation : tools have been produced and 80 members are trained on ISAs</p> <p>Coaching of 50 members to implement ISAs in their firms</p>	<p>30/09/17</p> <p><b>completed</b></p>	<p>Council of the Institute</p>	<p>Funding : ONECCA Budget Training</p> <p>Resources : ONECCA trainers</p>
01/01/17	<p>Coaching of 50 members to implement ISAs in their firms</p> <p>Training of ONECCA members and some members from Central and west Africa countries on the implementation of the transpose PACK-PE AUDIT :</p>	<p>31/12/2017</p> <p><b>Completed</b></p>	<p>Council of the Institute</p>	<p>Funding : ONECCA Budget Training</p> <p>Resources : ONECCA trainers</p>
15/05/2019	<p>tools have been produced and members are already trained on ISAs</p>	<p>30/12/2019</p> <p><b>Ongoing</b></p>	<p>Council of the Institute</p>	<p>Funding : ONECCA Budget Training</p> <p>Resources : DDPI/ONECCA trainers</p>
01/10/17	<p>Draft questionnaires for the follow-up ISA implementation by members</p> <p>Evaluate their application</p>	<p>31/12/17</p> <p><b>completed</b></p>	<p>Council of the Institute</p>	<p>Funding : ONECCA Budget Training</p> <p>Resources : ONECCA trainers</p>
5/01/2021	<p>Evaluation of the level of application of the transpose new audit norms and working material by the members</p>	<p>30/06/18</p> <p><b>completed</b></p> <p>31/12/2021</p> <p><b>Ongoing</b></p>	<p>Council of the Institute</p> <p>Council of the Institute</p>	<p>Funding : ONECCA Budget</p> <p>Funding : ONECCA Budget</p>

	01/07/15	-Overall situation of the profession -Publish a report on application of ISAs	30/12/2020 <b>Ongoing</b>	Council of the Institute	Funding : ONECCA Budget Training Resources : ONECCA trainers
<b>Review of Organization's Compliance Information</b>					
	Ongoing	Continue to support training and coaching on ISAs to guarantee continuous improvement of audit quality	Ongoing	Council of the Institute	Funding: ONECCA Budget Committees of technical matters and education and training
	Ongoing	Publication of the report on application of ISAs in Cameroon.	30/12/2020 <b>Ongoing</b>  30/12/2020 <b>Ongoing</b>	Council of the Order	Funding: ONECCA Budget Training Resources : ONECCA trainers

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

**Action Plan Objective:** Adopt and implement the code of ethics

**Background:**

At the regional level, the Organization for the Harmonization of Business Law in Africa (OHADA) issued Regulation No. 01/2017/CM/OHADA Pratiques Professionnelles de la Comptabilité et de l’Audit dans les pays membres de l’OHADA to harmonize regional ethical requirements with international best practice.

The regulation states that effective from January 1, 2018, professional accountants in OHADA member states must adhere to the OHADA Code of Ethics, which is based on the 2015 IESBA Code of Ethics and complemented by the ethical requirements related to the external auditor as contained in the OHADA Uniform Act on Accounting Law and Financial Information (AUDCIF).

Cameroon is also subject to regulations issued by the Economic and Monetary Community of Central Africa (CEMAC), which has authority to determine the applicability of OHADA regulations within the CEMAC zone. Section 5 of the Law No. 2011/009 Relating to the Practice of the Accounting Profession and the Functioning of the ONECCA-Cameroon authorizes ONECCA-Cameroon to set ethical requirements nationally for professional accountants.

The current program contains three activities: the adoption of the code, the training, its implementation in the firms and the process monitoring.

ONECCA confirms its adoption of REGULATION N° 001 / DL / 2017 / CM / OHADA ON HARMONIZATION OF THE PRACTICES OF ACCOUNTING AND AUDIT PROFESSIONALS IN OHADA MEMBER COUNTRIES, taken in Conakry, Guinea on June 8, 2017, and therefore the application of the IESBA code with regard to the Code of ethics of accounting and auditing professionals (article 6), This standard is mandatory in the OHADA area. This is why the revised Accounting System is also linked to international standardization, in particular IFRS, the practice of auditing by transposing the PACK PE AUDIT "of the CSOEC and the CNCC, and we ensure this during the quality controls that we continue to perform in the field. These controls have slowed down with COVID-19 and are being picked up by digitalization.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Adoption/Supporting Adoption of IESBA Code of Ethics (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	30/10/12	Adoption of Code of Ethics: ONECCA members have adopted the code in 2012. This has been submitted to the government	30/12/16: <b>Ongoing</b>	Council of the Order	Funding : ONECCA Budget Training Resources
	15/05/2017	Sharing with our members the new NOCLAR standards after our participation to the IFAC annual Conference in Brasilia	30/05/17 <b>Completed</b>	Council of the Order	DDPI + ONECCA trainers Funding : ONECCA

#	Start Date	Actions	Completion Date	Responsibility	Resource
	15/05/2017	Implementation of the ONECCA Directive N° 107 of June 16, 2017, relating to the basis of billing remuneration of ONECCA members	16/06/17 <b>Completed</b>	Council of the Order	Budget
	30/01/2018	Working with CEMAC on the implementation of the OHADA regulation N° 1 relating to ethics The formal acceptance procedure was done, OHADA presented itself and the regulation N° 01 taken by OHADA to make compulsory the adoption of IFAC standards was presented. It is the formal validation that is still awaited, but as it stands, the public law board informs that it is the application by a large number of practitioners that constitutes adoption, and this is now the case for this regulation published since 2017 and which is unanimously adopted by the States.	30/12/19 <b>completed</b>	Council of the Order	Funding : ONECCA Budget
	30/12/12 01/01/14	Training of members on Code of Ethics Training of 30 other members	30/09/14 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget
	30/10/16	Training of 30 other members	30/04/15 <b>Completed</b>	Council of the Institute	Training Resources: ONECCA trainers
	15/04/2017	Training of 85 other members Code of Ethics	31/12/16 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget
			31/12/19 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget
	01/04/2013	Guidance on the implementation process, including draft of procedures manual	30/12/2019 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget Training Resources : Team of local trainers
<i>Support Implementation of IESBA Code of Ethics (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	02/01/2017	Coaching for implementing code of Ethics in ONECCA members firms	30/09/17 <b>Ongoing</b>	Council of the Institute	Funding : ONECCA Budget Training Resources
	01/06/2017	Prepare questionnaires for evaluating the application of the Code of Ethics	30/09/2017 <b>Completed</b>	Council of the Institute	: Team of coaches
		Evaluation of the implementation of the IESBA code of ethics		Council of the	Funding : ONECCA Budget

#	Start Date	Actions	Completion Date	Responsibility	Resource
	05/01/2020	from the OHADA revised law by ONECCA members	30/09/2021 <b>Ongoing</b>	Institute	Funding : ONECCA Budget
	01/01/2016	Quality control in Institute members' firms : questionnaires sent out to members and responses received	30/04/19 <b>Completed</b>	Council of the Institute	Funding : ONECCA's Budget Training Resources : Team of local Trainers
	01/04/2018	Control in members' firms: 34 firms and 74 individual chartered accountants controlled	30/12/19 <b>Completed</b>	Council of the Institute	Funding : ONECCA's Budget
	02/01/2020	Control in other members' firms: 12 firms and 134 individual chartered accountant to be controlled	30/12/20 <b>Ongoing</b>	Council of the Institute	Funding : ONECCA's Budget
	ongoing	Training and coaching of members in the implementation of the Code of Ethics  Monitoring these activities and continue to perform periodic reviews	31/12/18 Completed  ongoing	Council of the Institute	Funding : ONECCA Budget Training Resources : Commission of Technical matters
<i>Contributing to International Standard-Setting (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	Ongoing	Produce an annual report on ethics in the Accountancy profession in Cameroon	Ongoing	Council of the Institute	Funding : ONECCA Budget Training Resources : Commission of Technical matters

**Action Plan Subject:** SMO 5–International Public Sector Accounting Standards and Other Pronouncements Issued by the IPSASB  
**Action Plan Objective:** Continue to promote the use of IPSASs in Cameroon

**Background:**

At the regional level, the Economic and Monetary Community of Central Africa (CEMAC) has set general rules of public accounting (Directive n° 02/08-UEAC-190-CM-17) and a government accounting plan (Directive n° 05/08-UEAC-190-CM-17).

In 2011, CEMAC issued Directive No. 02/11-UEAC-190-CM-22 which aimed to align public sector accounting standards with international best practices and standards.

Nationally, the Cameroonian government is responsible for implementing public sector accounting standards, which ONECCA states differ from IPSAS. There is no official plans or timeline for the adoption of accrual IPSAS.

The transposition of IPSAS standards in the OHADA zone is carried out in accordance with CEMAC directives. To date, the CEMAC directives have not yet taken this new development into consideration. However, during the publication of laws N ° 2017 on public accounting in Cameroon and N ° 2018\_011 of July 11, 2018 on the Code of Transparency and Good Governance in the management of public finances in Cameroon, ONECCA drew the attention of the Minister of FINANCE Responsible for certain breaches. The adoption of these laws does not depend on ONECCA and the institute can only exert influence.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<b>Training of ONECCA members on IPSAS</b>					
	04/04/13	Training of 05 trainers on the IPSAS	30/05/13 <b>Completed</b>	Council of the Institute Project Team World Bank	Funding : World Bank Grant Training Resources : DDPI
	01/06/14	Integration of the IPSAS in the CPD program of members,  Training of 30 members on the IPSASs	30/11/15 <b>completed</b>  15/12/15 Completed	Council of the Institute	Funding : : ONECCA Budget Training Resources : Education & Training Committee
	01/06/14	Building partnership to train others trainers: ICAN, ACCA (MOU signed with ICAN in 2014 and ACCA in 2015).	30/11/15 <b>completed</b>	Council of the Institute	Funding : : ONECCA Budget Training Resources :



#	Start Date	Actions	Completion Date	Responsibility	Resource
	02/06/16	Training of trainers on the IPSAS by ICAN. Due to the global health crisis (Covid-19), these trainings could not be held. ONECCA will undertake to resume digitalization (videoconferencing) by March 2021, to consider the distancing measures to be observed.	30/03/2021		Education & Training Committee
<i>Support Implementation of International Public Sector Accounting Standards (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	01/10/14	Communication on IPSAS with two goals: promote the advantages of using these standards. The first action was ONECCA congress on “The quality of financial information in Cameroun and the standardization of public accounting” in June 2015.	31/12/15 <b>completed</b>		Council of Institute
		Encourage the public authorities to give audience to ONECCA on the adoption of IPSAS.	31/12/17 <b>Ongoing</b>		Council of Institute
	01/10/2017	MOU signed with the Supreme State Audit Office (CONSUPE) to facilitate discussion with the Cameroon Administration regarding the adoption of IPSAS	21/12/17 <b>Completed</b>		Council of Institute Council of Institute / CONSUPE
	02/01/2018	Implementation of some actions contain in the signed MOU with the Supreme State Audit Office, regarding public audit. This includes establishing an annual urgent action plan every year and jointly reading the new laws adopted in the areas of good governance and public accounting to identify the limits.	21/12/2019 <b>Completed</b>		Council of Institute
	02/01/2018	Given that it constitutes the highest supervisory authority within the meaning of the LIMA declaration, the Office sometimes come back to ONECCA’s reports during audits by the audit chamber, and undertakes prior discussions to better substantiate any misunderstandings and this avoids unnecessary legal proceedings; There is an open exchange experiences in terms of auditing, monitoring members and understanding the accounting system the Office is less familiar with.	31/12/2020 <b>Ongoing</b>		Council of Institute / Cameroon government
	02/03/2018		21/12/2019 <b>Completed</b>		Council of Institute / PAFA
	01/01/2019	Accompanying Cameroon government in the putting in			

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<p>the new tax reform in accordance with revised OHADA law</p> <p>Partaking in works on Cameroon legislative laws regarding:</p> <ul style="list-style-type: none"> <li>- Managing of public sector companies, semi-public sector and public establishment.</li> <li>- Good governance of public sector in similar with the CEMAC standards</li> </ul> <p>Participate in the creation of the Association of African Public accounts in Addis-Ababa, with a proposition by African accounts on the IPSAS</p>	<p>31/12/2019 <b>Completed</b></p>		
	01/06/14	Meeting with Government to set a task force for developing an action plan	<p>31/09/2020 <b>Ongoing</b></p>		Council of the Institute
	Ongoing	<p>Continue to identify opportunities to further sensitize public authorities</p> <p>Training of 30 ONECCA in July and September 2015 as part of 2015 CPD program</p> <p>A training session on IPSAS is programmed for July 2016 on the ONECCA's 2016 CPD annual program.</p>	<p><b>Ongoing</b></p> <p><b>Completed</b></p>		Council of the Institute
<i>Contributing to International Standard-Setting (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	Ongoing	Periodic review of work done and update IFAC Compliance staff	<b>Ongoing</b>		Council of the Order

**Action Plan Subject:** SMO 6—Investigation and Discipline

**Action Plan Objective:** Strengthen the mechanisms of survey and discipline within the accountancy profession in Cameroon, in order to sanction the authors of professional misconducts in a fair way.

**Background:**

At the regional level, the World Bank is supporting the Organization for the Harmonization of Business Law in Africa (OHADA) in the development of an I&D system for its member states. There is no further information available currently on the status of a regional I&D system. There are provisions within the OHADA's Uniform Act on Accounting Law and Financial Information (AUDCIF) that stipulate sanctions for non-compliance with the Act and these have been transposed into legislation at the national law.

Furthermore, at the national level, Law No. 2011/009 Relating to the Practice of the Accounting Profession and the Functioning of the ONECCA-Cameroon, authorizes ONECCA-Cameroon to establish an I&D system for professional accountants for breaches of conduct and non-compliance. ONECCA-Cameroon has established two bodies responsible for the I&D of its members: an Investigation and Disciplinary Committee and a Trial and Appeals Chamber. The Trial and Appeals Chamber is charged by a magistrate of the Supreme Court and is appointed by the President of the Supreme Court.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Establishing/Supporting the Establishment of I&amp;Ds (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	21/02/13	Election of members of disciplinary Board	01/03/13 <b>Completed</b>	Council of the Institute	Funding : ONECCA's Budget
	01/03/14	Elaboration of disciplinary procedures guide: the draft was rejected by general assembly, on November 2015	30/05/17 <b>Completed</b>	+ Council of the Institute	Funding: ONECCA's Budget
	01/03/14	Appointment of Appeal Court President in ONECCA, by the President of Supreme Court;	30/05/14 <b>Completed</b>	Council of the Institute	Funding: ONECCA's Budget
	01/03/14	Conduct a review of the current investigation and disciplinary system with the view of putting in place a system which will be SMO 6 requirements compliant, ongoing	30/11/16 <b>Completed</b>	Council of the Institute	Funding: ONECCA's Budget
	30/05/16	Training of members of disciplinary Board and Appeal Board will be organized	30/06/18 <b>Completed</b>	Council of the Institute	Funding: ONECCA's Budget
			30/12/18		

#	Start Date	Actions	Completion Date	Responsibility	Resource
		After its adoption, training of those persons will be organized.	<b>Completed</b>		
	01/01/14	Continue to identify non-professionals to be appointed in the Investigation and disciplinary structures. No non-accountant sits on the Disciplinary Council, because its missions are well framed by law including those who must sit who are only accountants who are members of ONECCA and belonging either to the General Assembly, elected members, or to the Council Board and appointed according to their competence by the President of the ONECCA Board	30/11/18 Completed	Council of the Institute	Funding : ONECCA Budget Training Resources : Team of local Trainers
	01/09/14	Established the charter on discipline and investigation	30/11/2017 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget Technic : Technical Committee in charge with discipline
<i>Support Implementation of Investigation and Discipline (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	01/09/14	Training of members on ONECCA's Investigative and disciplinary procedures Training of ONECCA staff in that matter	30/12/2017 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget Training Resources : 6 specialists in investigation and justice
	01/04/17	In 2017, 37 members were summons to the disciplinary Board, for not respecting their some professional obligations contain in article 70 of ONECCA law N° 2011/009 of 06 May 2011. - 05 conformed - 06 were given warning - 16 of them were suspended of all activities for a period of 9 months	30/12/2017 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget Technic : Technical Committee in charge with discipline
	01/10/2018	Two members and their firm were banned for serious acts of indiscipline. Their exclusion was adopted by ONECCA General Assembly and was confirmed by the Cameroon government and	19/12/2018 <b>Completed</b>	Council of the Institute	Funding : ONECCA Budget Technic : Technical Committee in

#	Start Date	Actions	Completion Date	Responsibility	Resource
	17/09/2019	CEMAC. 48 members summons to the disciplinary Board, for not respecting their professional obligations contain in article 70 of ONECCA law N° 2011/009 of 06 May 2011.	30/05/2020 <b>Ongoing</b>	Council of the Institute	charge with discipline
	Ongoing	Continuous mandatory training of members to ensure improved quality output. - Sensitization of the public about the importance of accounting services in economic growth and development.	Ongoing	Council of the Institute	Funding : ONECCA Budget Training Resources : Technical Committee in charge with discipline
	Ongoing	Publication of an annual report on disciplinary procedures and sanctions. Communication of the report Transmission of information to the IFAC staff in charge of "compliance"	Ongoing	Council of the Order	Funding : ONECCA's Budget Training Resources : DDPI + Team of ONECCA quality controllers and coaches

SMO 6 Best Practices	Yes	No	Partially	Comments
<p><b>Scope of the system</b></p> <p>A system of investigation, discipline and appeals exists for the accountancy profession. The system is operational.</p> <p><i>Portée du système</i></p> <p><i>Un système d'enquête, de discipline et de recours existe- t-il pour la profession comptable. Le système est-il opérationnel</i></p>	X			<p>The disciplinary council according to the law can be seized, either by the Minister of Supervision, or by the Council of the Order of ONECCA. All affairs of the Order Council of ONECCA are either direct referral or self-appointed and follow the following procedure:</p> <ul style="list-style-type: none"> <li>• Preliminary investigation by the Disciplinary Commission whose President is the Vice-President of the Council of the Order. They generally have 2 weeks to 2 months depending on the complexity of the case;</li> <li>• They report to the Order Council. If a member of the board is concerned, he or she declares the conflict of</li> </ul>

SMO 6 Best Practices	Yes	No	Partially	Comments
				<p><i>interest beforehand and we deliberate without them to take either the decision to convene a disciplinary council, or to close the file without further action, or to require additional information. investigation, in the first case the date of the first invitation is fixed;</i></p> <ul style="list-style-type: none"> <li>• <i>The Council of the Order renders a decision as appropriate and publishes it by way of a resolution;</i></li> <li>• <i>The president of the Council of ONECCA appoints the four members of the Council of the Order since it is a quasi-parity jurisdiction summons the four members elected by the Assembly of ONECCA, and at the same time they summons the parties on a deadline not to exceed one month for the first convocation. During this time the disciplinary committee is required to finalize the investigation files;</i> <ul style="list-style-type: none"> <li>• <i>At least one week before the session takes place, they informs the eight joint members whose President is the ninth member according to the law and in the event of complexity, requests the opinion of independent lawyers and checks the notifications which have been made to the parties including their prior reaction;</i></li> <li>• <i>On the day of the hearing, the commission checks the status of the cases, and the eight joint members meet for the President to verify the conditions of quorum and absence of conflict of interest;</i></li> <li>• <i>The party or party is called and their reason for convocation is linked and they are reminded of the quorum conditions and possibly the texts which allow them to judge them while giving them the floor to give their opinion on the subject of the conformity of the procedure. ;</i></li> <li>• <i>After the debate, the party or parties withdraw, so that the members deliberate between 10 to 20 minutes, and the party returns for the decision to be rendered and they sign the minutes.</i></li> <li>• <i>If the party does not appear at the hearing, a</i></li> </ul> </li> </ul>

SMO 6 Best Practices	Yes	No	Partially	Comments
				<p><i>second summons is made and the party must respond at the end of a week or two depending on the reasons presented, even in the event of absence the decision is rendered by default.</i></p> <ul style="list-style-type: none"> <li><i>In all cases it is the time for notification and publication of decisions.</i></li> </ul>
Information about the types of misconduct which may bring about investigative actions is publicly available.	x			<p>Articles 69, 70 of Law No. 2011/009 Relating to the Practice of the Accounting Profession and the Functioning of the ONECCA-Cameroon.</p> <p>All decisions are published in a legal notice journal when they concern the public.</p>
<b>Initiation of Proceedings</b> Both a “complaints-based” and an “information-based” approach are adopted.	X			Base on modalities of evaluation of the services of ONECCA Board or by denunciations
Link with the results of QA reviews has been established.	X			Those who do not meet the quality assurance requirements or who refuse to submit to quality control are submitted to the Disciplinary Council.
<b>Investigative process</b> A committee or similar body exists for performing investigations.			X	Investigations for the moment are carried out by our members appointed by the ONECCA Board. They are sometimes assigned to lawyers and we debate during summary meetings with reports to the Board and the general assembly.
Members of a committee are independent of the subject of the investigation and other related parties.	x			The lawyers who intervene are completely independent and are registered under the Bar Association in Cameroon.
<b>Disciplinary process</b> A separate disciplinary committee/entity exists to make disciplinary decisions on referrals from the investigation committee.			x	Apart from lawyers, the Disciplinary Council through the ONECCA Board sometimes requires the services of university professors in public law.
Members of the committee/entity include professional accountants as well as non-accountants.		x		There are no non-accountants. The law governing the profession has not given this possibility
The tribunal exhibits independence of the subject of	X			As of its composition, there is total independence, and there is respect for the compliance of laws and regulations

SMO 6 Best Practices	Yes	No	Partially	Comments
the investigation and other related parties.				and also of resolutions of the ONECCA general assembly regarding the Disciplinary Council.
<p><b>Sanctions</b></p> <p>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.</p>	X			<p>The scale of sanctions is specified by law, if we take it out of that scale, we are breaking the law. For now, our decisions are subject to referral to the courts, and very often the Disciplinary Council has been more than 90% right.</p> <p>At this level, we have not yet lost any case at last resort regarding a member and this has strongly established the notoriety and respect of our Disciplinary Council which is a quasi-jurisdiction. Sometimes members come back to us with letters of apology which we then present to the General Assembly for the information of the members.</p>
<p><b>Rights of representation and appeal</b></p> <p>A third appeals body exists which is separate from both the disciplinary committee and investigative committee.</p>	X			Is the Appeal Committee and it is established by law, so far most cases have not reached its level.
<p><b>Administrative Processes</b></p> <p>Timeframe targets for disposal of all cases are set.</p>	X			The deadlines are set by our internal regulations in terms of registration on the enrolment and appeal.
Tracking mechanisms to monitor progress in investigation and discipline and related procedures are established.	X			It is the experts we call lawyers and university professors who are responsible for these mechanisms through the Board of the Institution. Sometimes we designate the competent members, but in all cases the common mechanism is the establishment of the report and sometimes we can extend the deliberation to first of all inform ONECCA General Assembly and then make a final decision after its opinion through a resolution. In this case, the President of ONECCA Board is responsible for drawing up the report.
Records of investigations and disciplinary processes are established.	X			We follow local regulations, they authorize registers but must be legalize by the competent administration, we generally work by the administration to avoid cases of loss



SMO 6 Best Practices	Yes	No	Partially	Comments
				of documents, and in this case, we will resort to the administration.
<b>Public Interest Considerations</b> Activities are supported to ensure that the public is aware that an investigative and disciplinary system exists in the jurisdiction.	X			It is a practice which is not yet widespread, and only the decisions are published according to our internal regulations n ° 120. We also publish some of these decisions through the reports of the ONECCA Board through our news bulletin to our members and the public.
A process for the independent review of complaints on which there was no follow-up is established.	X			It is the chairman of the Disciplinary Commission who is responsible for carrying out the first inquiries. The Board of ONECCA takes up the case and analyses the possibilities of call up the Disciplinary Council. This procedure remains completely independent in all cases.
The results of the investigative and disciplinary proceedings are made available to the public.	X			The results are made available to the public only through decisions guided by Internal Regulation No. 120, which supplement the ONECCA law.
<b>Liaison with Outside Bodies</b> There is an appropriate process for liaison with outside bodies on possible involvement in serious crimes and offences.	X			<p>The supervisory authority is informed and in this case it is the supervisory ministry which also has the prerogatives to initiate an investigation, but as it stands, this mechanism never took place. In addition, it is the authority of the area of the detected offense, the Divisional Officer or the Governor, sometimes the decisions of delisting is from CEMAC.</p> <p>In some cases, we have approached the Minister of Justice and the Presidency of the Republic to avoid a stir that could discourage investors and for their high information in accordance with SMO6.</p>
<b>Regular review of implementation and effectiveness</b> Regular review of implementation and effectiveness of the system are performed and corrective actions are implemented.			X	We proceed to the evaluation and sometimes even inform the regulator, via the CSONEC-CEMAC, and presently the CEMAC plans to withdraw cases of appeals from the judicial institution for a prior referral to the CSONEC-CEMAC and why not an arbitration procedure.

**Action Plan Subject:** SMO 7–International Financial Reporting Standards and Other Pronouncements issued by the IASB  
**Action Plan Objective:** Develop and draft an action plan for the adoption and the implementation of the IFRS

**Background:**

The corporate financial framework of Cameroon is determined by legislation issued by the Organization for the Harmonization of Business Law in Africa (OHADA). Cameroon harmonizes national laws with directives issued at the regional level.

In January 2017, the Commission de Normalisation Comptable de l’OHADA (CNC)-OHADA, established in 2009 through an OHADA Uniform Act, adopted the [OHADA Uniform Act on Accounting and Financial Information \(AUDCIF\)](#) to update the previous OHADA Uniform Act on Organizing and Harmonizing Company Accounting Systems 2/2000. The previous Act had outlined the OHADA Accounting System and applicable standards—known as SYSCOHADA.

The OHADA AUDCIF [revised](#) the SYSCOHADA, namely the OHADA general accounting plan, as well as the consolidated and combined accounting rules in order to serve as a single accounting reference in all OHADA member states. The OHADA AUDCIF became effective on January 1, 2018 for individual accounts and on January 1, 2019 for consolidated and combined accounts. The SYSCOHADA continue to differ from the International Financial Reporting Standards (IFRS) and are generally applied by small and medium-sized entities (SMEs); however, the AUDCIF now requires that listed companies and companies seeking financing in a public capital market to apply IFRS in consolidated statements. All other companies are permitted but not required to use IFRS.

All ONECCA members have received IFRS training and professionals have been supporting consolidated companies in Cameroon since 2018. In terms of training, ONECCA supports universities and professional schools within the framework of the IFRS standard and has many publications of books on the subject.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Adoption/Supporting Adoption of IFRSs (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	01/04/13	Training of Trainers	30/04/13 <b>Completed</b>	Council of the Institute	Funding : World Bank Donation Training Resources : DDPI + Local Trainers
	01/06/14	Partnering to extend this training to universities (MOU with ICAN of Nigeria)	30/12/16 <b>completed</b>	Council of the Institute	Funding : ONECCA Budget Training Resources :

#	Start Date	Actions	Completion Date	Responsibility	Resource
					Local ONECCA Trainers
	01/01/14	Training of ONECCA members	31/12/18 <b>Completed</b>	Council of the Institute	Funding: ONECCA Budget
	01/04/2019	Training of old and new members of ONECCA	31/12/19 <b>Completed</b>	Council of the Institute	Training Resources :
	31/03/2020	Assessment of the first closing of the OHADA consolidated accounts by IFRS For all the companies which are admitted in consolidation, they are certified IFRS norms. In addition, for the financial statements closed in individual mode, the accounting system is aligned to OHADA, in particular for the principles and all complex operations.	31/12/21 Ongoing	Council of the Institute	Local ONECCA Trainers
<i>Support Implementation of International Financial Reporting Standards (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	01/04/14	Draft terms of reference to be established and submitted to CNC OHADA, who shall put in place an action plan on the adoption of IFRS.	31/10/2017 <b>Completed</b>		
	01/04/2017	Setting up projects aimed at appropriating the reforms of OHADA such as : - Note N°05/CEF/ONECCA/07/2017 relating to the participation of members in the training on the revised OHADA law. - Circular letter N° 006 relating to the implementation of the OHADA accounting system by our members. All these documents were published in the daily National newspaper to create awareness.	31/10/2018 <b>Completed</b>		
	01/01/14	Training of members	30/06/18 <b>Completed</b>		
	01/04/17	10 training sessions were organized for members and their collaborators with a major point on the convergence of the revised OHADA reform with the IFRS to respect the planned	30/12/18 <b>Completed</b>		

#	Start Date	Actions	Completion Date	Responsibility	Resource
	25/03/2019	<p>date of entry in force. ONECCA produces the directives as soon as it is needed and the guides, in terms of invoicing payments of our members, reassessment of fixed assets, assistance to SMEs, new OHADA requirements. ONECCA also provides support to members for as regards COBAC the regulator of the financial sector and in terms of new summarize statements in legal matters in the form of statistical and fiscal declaration and is setting up one-hour discussion topics for a better understanding.</p> <p>IFRS training for members: organized by MAZARS Cameroun and financed by the USA Embassy FIAN project (20 hours of CPD)</p>	29/03/19 <b>Completed</b>		
	01/06/14	Partnering with other training institutions such as universities to enhance the adoption of the IFRS	31/12/18 Ongoing		
	01/04/17	We have formally contacted the Minister of Higher Education and of Secondary Education to enable us to provide more targeted training on IFRS in schools.	30/12/20 <b>Ongoing</b>		
<i>Contributing to International Standard-Setting (See SMO Action Plan Update Explanatory Note for examples of possible actions)</i>					
	On-going	Continue to use best practice to promote ongoing adoption and implementation of IFRS	Ongoing		
		Publish periodically progress observed on the susceptibility of the different partners working with ONECCA	Ongoing		