

## **BACKGROUND NOTE ON ACTION PLANS**

The SMO Action Plan is intended to provide a summary of:

- The legal and regulatory environment for the profession;
- The status of adoption of international standards and best practices in the jurisdiction; and
- The level of a Member's or Associate's fulfillment of IFAC membership requirements.

IFAC [Statements of Membership Obligations](#) (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. The SMOs are recognized as the international benchmarks for credible and high-quality PAOs that are focused on and have the necessary expertise to serve the public interest and meet the market demands of their respective jurisdictions.

IFAC Members and Associates conduct a self-assessment against the requirements of SMOs and identify areas where, if any, improvements are needed. Members and Associates should develop an Action Plan to (a) demonstrate how they fulfill the requirements of the SMOs (revised in 2012), and (b) where some requirements are not yet addressed, to present plans towards their fulfillment. Action Plans are designed to be **ever-green** documents that take into consideration IFAC recommendations. Depending on the PAO's level of fulfillment (see *IFAC's Summary Assessment* – page 2), an Action Plan may not be necessary for each SMO section and instead the '*Attestation of Ongoing SMO Compliance*' is used to confirm their ongoing commitments. However, PAOs may wish and are welcome to utilize the Action Plan as a tool to demonstrate how they are using 'best endeavors' and going beyond their mandate with innovative approaches to fulfilling the SMOs and strengthening the national profession.

The specific details of each organization's actions will vary even where two PAOs are involved in the same SMO area. Each PAO operates in its own unique regulatory and standard-setting framework and has different operating, technical, and resource capacities. Moreover, in deciding when and how a particular SMO requirement is to be addressed, PAOs might have differing timeframes and objectives to achieve. Notwithstanding these inevitable differences, seeking the advice and assistance of other PAOs who have already faced and dealt with similar challenges can save significant time and resources. IFAC staff will offer assistance as needed.

Regular updates of the SMO Action Plans are required as part of the [IFAC Member Compliance Program](#).

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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 affect 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.

**Use of Information**

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

**ACTION PLAN**

**IFAC Associate:** Qatar Association of Certified Public Accountants (QCPA)















**Approved by Governing Body:**

**Original Publish Date:**

**Last Updated:** May 13, 2024

**IFAC's Summary Assessment:** IFAC staff will complete this section at the conclusion of each SMO Action Plan review and update process. PAOs are encouraged to take staff's recommendation into consideration as part of future strategic planning conversations at the PAO.

For more information on [IFAC Member Compliance Program](#) and the legends used to describe the status of adoption of international standards, best practices, and fulfillment of SMO requirements, please refer to the Status of Adoption [methodology](#) and SMO Fulfillment [methodology](#).

FOR IFAC COMPLETION	PAO Level of Responsibility for Adoption	Adoption Status as of 2024	Level of SMO Fulfillment as of 2024
QA / SMO 1	No Direct	 Partially Adopted	 Execute
IES / SMO 2	Shared	 Partially Adopted	 Execute
ISA / SMO 3	No Direct	 Adopted	 Sustain
IESBA / SMO 4	Shared	 Adopted	 Sustain
IPSAS / SMO 5	No Direct	 Partially Adopted	 Sustain
I&D / SMO 6	Shared	 Partially Adopted	 Execute
IFRS / SMO 7	No Direct	 Adopted	 Sustain

### **Attestation of SMO Compliance**

The **Qatar Association of Certified Public Accountants (QCPA)** has developed an Action Plan to demonstrate how it fulfills the requirements of the SMOs (revised in 2012). The abovementioned [\*Governing Body\*](#) has reviewed the information contained within the SMO Action Plan and affirms that the **QCPA** continues to undertake these and other relevant actions to maintain ongoing compliance and fulfillment of the membership obligations where IFAC's assessments are at *Review & Improve* and/or *Sustain*. In areas where IFAC's assessments are at *Execute, Plan, Consider, or Not Active* the **QCPA** has updated the Action Plan to reflect the specific actions to adopt or support adoption and support implementation that must be taken to achieve the improvement accompanied by a timeline.

On behalf of the **QCPA**, the *Governing Body* endorses the information contained within the SMO Action Plan as of the publication date and its publication 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.

## GLOSSARY

<b>ACCA</b>	Association of Chartered Certified Consultants
<b>AICPA</b>	American Institute of Certified Public Accountants
<b>ACTA</b>	Administrative Control and Transparency Authority
<b>CPA</b>	Certified Public Accountant
<b>CPD</b>	Continuing Professional Development
<b>GCI</b>	Global Compliance Institute
<b>IAESB</b>	International Accounting Education Standards Board
<b>IAASB</b>	International Assurance and Auditing Standards Board
<b>IAS</b>	International Accounting Standards
<b>IASB</b>	International Accounting Standards Board
<b>IASCA</b>	International Arab Society of Certified Accountants
<b>I&amp;D</b>	Investigation and Discipline
<b>IES</b>	International Education Standards
<b>IESBA</b>	International Ethics Standards Board for Accountants
<b>IFAC</b>	International Federation of Accountants
<b>IFRS</b>	International Financial Reporting Standards
<b>IIA</b>	Institute of Internal Auditors
<b>IMA</b>	Institute of Management Accountants
<b>IPSAS</b>	International Public Sector Accounting Standards
<b>IPSASB</b>	International Public Sector Accounting Standards Board
<b>ISA</b>	International Standards on Auditing
<b>ISQC 1</b>	International Standard on Quality Control 1
<b>ISQM 1</b>	International Standard on Quality Management 1
<b>MOCI</b>	Ministry of Commerce and Industry
<b>MOU</b>	Memorandum of understanding
<b>OECD</b>	Organization for Economic Co-operation and Development
<b>PAO</b>	Professional Accountancy Organization
<b>QA</b>	Quality Assurance
<b>QCB</b>	Qatar Central Bank
<b>QCPA</b>	Qatar Association of Certified Public Accountants
<b>QFC</b>	Qatar Financial Center
<b>QFMA</b>	Qatar Financial Markets Authority
<b>SAB</b>	State Audit Bureau
<b>SMEs</b>	Small and Medium Sized Entities
<b>SMOs</b>	Statement of Membership Obligations

**Action Plan Subject:** SMO 1–Quality Assurance  
**Action Plan Objective:** Support the adoption of a mandatory QA review system for all mandatory audits.

**Background:**

- Many sources make reference to relevant laws, but the main law organizing the Auditing Profession in Qatar is the Law No. 8 of the year 2020. Since, the executive regulations of this law, and the decisions necessary to implement its provisions are not yet issued, and until the issuance and implementation of these executive regulations, the decisions and regulations currently in force in effect shall continue to apply in a manner that does not conflict with the provisions of this law. This law requires that the auditor must adhere to the ethics and behavior of the profession and the accounting and auditing standards approved in the country. He/she must also adhere to the governance controls, institutional discipline standards, and other duties specified under applicable laws and regulations.
- Law No. 8 of 2012 regarding Qatar Financial Markets Authority (QFMA), as amended by Decree-Law No. 22 of 2018, confirms the QFMA’s independence and the powers required for conducting its regulatory, supervisory and control functions more effectively. The Board of Directors issued Decision No. 1 of 2008 which is QFMA Regulation that governs its work and aims to achieve its regulatory objectives in compliance with the best international standards as to ensure developing the financial markets in the state of Qatar to become leading financial markets. It also sets forth the rules and standards regulating the management of the listed shareholding companies in order to ensure their compliance with the best-adopted practices to achieve the financial markets’ objectives. It also addressed several issues including the regulated activities, licensing companies to carry out such activities, control over licensed companies, investigation and inspection as well as other issues of interest to companies. Many decisions were issued especially the Decision related to Governance Code for Companies & Legal Entities Listed on the Main Market which states in the article (18) about the audit committee whose main job to Oversee the Company’s Internal Controls, following the External Auditor’s work, making coordination between them, ensuring their compliance with the implementation of the best International Standards on Auditing (ISA) and preparing the financial reports in accordance with (IFRS / IAS) and (ISA) and their requirements; verifying that the External Auditor’s report include an explicit mention if it had obtained all the necessary Information and the Company’s compliance with international standards (IFRS / IAS), or whether the audit was conducted based on International Standards on Auditing (ISA) or not. QFMA’s Quality Assurance review system is partially in line with SMO 1 requirements, nevertheless, QFMA is constantly seeking to develop it in order to reduce any divergences.
- Law No. 13 of 2012 regarding Qatar Central Bank (QCB) and financial institutions. QCB is mandated to formulate monetary and banking and credit policies so as to achieve certain financial and economic objectives – QCB Objectives. A set of

international publications have been issued on the standards and guidelines on corporate governance for banks. Considering its importance and relevance to the financial sector, corporate governance guidelines and standards are adopted by supervisory authorities. Most known relevant publications adopted are those issued by Basel Committee on Corporate Governance principles for banks, and publication issued by the OECD. It is worth mentioning that QCB has issued guidelines on corporate governance in Instructions to Banks book, and guidelines on corporate governance for financial institutions in 2008. In view of the recent regulatory and international requirements and publications following the financial crisis, more responsibilities and wider role have been assigned to banks by regulators and all stakeholders. As such QCB has issued a revised version of corporate governance principles including recent update thereof (Date: 26-7-2015 Circular no.: 68-2015 To: All banks operating in Qatar Subject: Corporate Governance Guidelines).

- Law No. 11 of 2016 concerning the State Audit Bureau (SAB), which contributed to strengthening audit mechanisms of public funds and provided the Bureau with the highest levels of independence in exercising its functions and terms of reference. After this law had been issued, SAB implemented a comprehensive restructuring process and developed a strategic plan well in accordance with the international best practices and standards in the area of public funds audit in order to ensure the optimal utilization of resources, safeguarding public funds, verifying the integrity, legitimacy of the use and management of such funds, verifying that the financial statements are true and fair, as well as verifying compliance of the entities subject to its audit with laws, bylaws, regulations and other governance and conflict of interests regulations and policies, contributing to improve the use of State resources to achieve sustainable development and welfare of society by monitoring the compliance of the entities subject to audit of the Bureau with the optimal utilization of resources and assets, in accordance with the standards of economy, efficiency and effectiveness, and contributing to promote the principles of accountability and transparency of the entities subject to audit by the Bureau by monitoring their compliance with those principles in managing their funds.
- Qatar Association of Certified Public Accountants (QCPA) believes that not applying QA has dangerous impact on all stakeholders, especially decision-makers and policy-makers, as well as investors. For that reason, the association aims to improve and develop the quality by initiating an ongoing process to review, identify, and propose modifications to the QA review system. In addition, QCPA will:
  1. work closely with employees to "live" quality in all of their actions and apply the concepts to be applied among all members and associates in order to serve to enhance business in the public and private sectors.
  2. conduct studies, research and statistics in the field of quality assurance, supporting and spreading the concepts, and issuing scientific and professional periodical journals in this field.
  3. propose and develop the standards regulating professional practice in the field of quality assurance and submit them to the competent authorities.
  4. cooperate with entities that have quality assurance in order to disseminate their experience to all members.

5. study all the systems, regulations and standards related to quality, recommend any amendments, and submit them to the competent authority.
6. enhance the knowledge of quality assurance, skills and professional competencies via continuous professional trainings, which includes internal evaluations.

As quality assurance is relatively a new concept for small and medium practice firms and for sole practitioners in Qatar, so it is necessary for QCPA to focus on the concept of quality as one of the contemporary concepts or trends in auditing, which should receive the attention of professional bodies and entities that are interested in the accounting field and auditors in Qatar during the next phase.

**Self-Assessment against the Main Requirements of SMO 1**

Requirements	Y	N	Partially	Comments
<b>Scope of the system</b> 1. At a minimum, mandatory QA reviews are required for all audits of financial statements.			X	The mandatory quality assurance review system does not exist for audits of financial statements for the firms which are not under QFMA control.
<b>Quality Control Standards and Other Quality Control Guidance</b> 2. Firms are required to implement a system of quality control in accordance with the quality control standards.			X	The mandatory quality assurance review system does not exist for audits of financial statements for the firms which are not under QFMA control.
3. Most up to date versions of ISQC 1 and other relevant ISA are adopted as the quality control standards.			X	
4. Member Body assists firms in understanding the objectives of quality control and in implementing and maintaining appropriate systems of quality control.			X	QCPA recommends issuing a decree regarding the adoption of a QA review system to be applied to all auditors and is ready to cooperate with audit firms to facilitate its implementation through meetings and further explanations.

Requirements	Y	N	Partially	Comments
<b>Review cycle.</b> 5. A cycle-based, risk-based, or a mixed approach for selecting firms for QA review is used.			X	Firms registered with QFMA.
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).		X		There is no cycle based, although the basis of selection depends on risk.
<b>QA Review Team</b> 7. Independence of the QA Team is assessed and documented.		X		
8. QA Team possesses appropriate levels of expertise.	X			
<b>Reporting</b> 9. Documentation of evidence supporting the quality control review report is required.			X	Law No. (8) for the year 2020 organizing the Auditing Profession – Qatar stipulates that the auditor must adhere to the ethics and behavior of the profession and the accounting and auditing standards approved in the country. He/she must also adhere to the governance controls, institutional discipline standards, and other duties specified under applicable laws and regulations.
10. A written report is issued upon conclusion of the QA review and provided to the firm/partner reviewed.			X	
<b>Corrective and disciplinary actions</b>			X	



Requirements	Y	N	Partially	Comments
11. Reviewed firms/partners are required to make timely adjustments to meet recommendations from the review report.				
12. QA review system is linked to the Investigation and Discipline system.	<b>X</b>			Law No. (8) for the year 2020 organizing the Auditing Profession – Qatar stipulates that to the competent authority, on its own initiative or on the basis of a complaint filed with it, to conduct an investigation with the auditor on what is attributed to him/her in breach of honor, or that violates the conduct, etiquette and dignity of the established profession, or includes negligence in the performance of duties, or violates the provisions of this law, its executive regulations, the decisions implementing it, or the provisions of any other relevant laws or regulations in force. If it becomes clear to the competent authority that the incident attributed to the auditor constitutes a criminal breach, it refers the matter to the Public Prosecution, and if it finds that it constitutes a disciplinary violation, it refers the matter to the Disciplinary Board, and the investigation and disciplinary action is carried out by the director of the competent authority or, whoever is delegated by the Minister for this purpose.
<b>Consideration of Public Oversight</b> 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.		<b>X</b>		
<b>Regular review of implementation and effectiveness</b> 14. Regular reviews of implementation and effectiveness of the system are performed.		<b>X</b>		

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resources
<p><i>The executive regulations of the Law No. (8) for the year 2020 organizing the Auditing Profession – Qatar and the decisions necessary to implement its provisions are not yet issued. More information is needed to determine a possible timeline.</i></p>					
1.	Current	<p>QA has been established and is operational for some of the mandatory audits.                      QCPA is cooperating with MOCI to apply QA and to be included in the new Law amendment, by assigning regular visits to Audit offices to ensure Quality implementing.                      In addition to a cooperation with GTA to apply QA on Financial reports.</p>	Ongoing	QFMA	
2.	Current	<p>QCPA will urge the Ministry of Commerce and Industry to issue a decree regarding the adoption of a QA review system to be applied to all auditors and to authorize QCPA to review it and to cooperate with audit firms to facilitate its implementation through meetings and further explanations.                      The QA will be included in the new amendments of Law (8, for the year 2020) organizing the Auditing Profession in Qatar</p>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
3.	January 2022	<p>QCPA will develop a quality assurance manual for very small firms, including sole practitioners, to assist members to design and document appropriate quality management policies and procedures that comply with the new Quality Management standards (ISQM 1 &amp; ISQM 2). The manual will be periodically reviewed, updated, will be publicly available and related training courses will be organized accordingly.                      QCPA is accredited the Quality Assurance manual issued by Qatar Central Bank (QCB),</p>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
4.	January 2022	<p>QCPA will organize specialized workshop training concerning the Audit File Manual which will be developed by a technical committee within the association for small and medium practice firms as well as sole practitioners.                      QCPA will identify international and local partners to provide technical support for a Peer Review Program.                      During 2023 Many workshops were held in cooperation with Ministry of Commerce and Industry in Qatar, QCPA get accredited by the ministry to provide Training for the Auditors (50 Hours Training Program).</p>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee

Maintaining Ongoing Processes					
5.	Current	QCPA has conducted negotiations with a group of relevant international institutions on the basis of enhancing the concepts of quality assurance, so it held a group of specialized conferences and seminars in this aspect during the year and also specialized symposium in this field during 2023.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
6.	Current	QCPA provides advisory opinion to the Ministry of Commerce and Industry (MOCI) in drafting circulars before their publication, cooperates with them in holding seminars, workshops and training programs in order to adhere to accounting standards, promote the profession of accounting and auditing, and apply the highest quality and performance standards.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
7.	January 2022	QCPA will provide consultancy services and workshops to national regulators and firms wishing to set up, or enhance, quality assurance schemes which are compliant with the new suite of Quality Management standards that. <i>QCPA organized many workshops for national regulators and firms to enhance the QA.</i>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
8.	Current	QCPA will raise awareness about the forthcoming change and update its educational programs to ensure that its members are well prepared for the application of the standards once they become effective. <i>Many amendments were proposed by the QCPA to Law (8, for the year 2020) organizing the Auditing Profession in Qatar. In addition, Dr. Hashim (QCPA Chairman) has been appointed as a representative member of Audit offices in the accounting admission committee.</i>  QCPA has organized an ISQM 1, ISQM 2 & ISA 220 workshop ( <a href="https://www.qcpa.org.qa/">https://www.qcpa.org.qa/</a> ) in order to give practical assistance to auditors in designing and documenting appropriate quality controls and procedures for their firms. <i>The workshop is delivered on an annual basis covering IFRS &amp; IAS and more discussion is focusing in International Audit and assurance Standards</i>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee

9.	Current	<p>QCPA is currently working with various known international accountancy bodies, mainly ACCA, to assist its members through building awareness of ISQM 1 requirements and strengthening its process of quality assurance as a whole.</p> <p>QCPA will identify any areas of QA review system's divergence from SMO 1 revised requirements and will develop concrete steps to address and modify these areas of divergence to better comply with SMO1, ISQM 1, ISQM 2 and ISA 220.</p> <p><i>QCPA is a member of the Sustainability Committee following up all the developments through meetings and conferences that took place recently in Dubai and work to share the results with the auditors.</i></p>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
10.	Current	<p>QCPA will perform periodic review of its compliance with SMO 1 and closely follow the developments and publication of implementation support materials related to the new standards.</p> <p>QCPA will review and update all the quality assurance documents available in the association in order to ensure that they reflect the current approach and identify opportunities to enhance the information and guidance available to audit-registered firms, particularly with a view to improving audit quality.</p> <p><i>Dr. Hashim Al Sayed, has been chosen by the MOCI and Audit offices to be prepare the proposed Quality assurance policies and procedure and do the inspection of Audit offices, to report any violation and to propose the corrective actions.</i></p>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
11.	Current	<p>In order to achieve its goals, QCPA is exchanging expertise and information, and standing on the latest practices and experiences in some countries; the association have signed joint cooperation agreements for professional and training cooperation, exchange of experiences and information.</p> <p>QCPA also participated in the supervisory &amp; control committee of the accounting &amp; auditing offices and in the Supervisory &amp; Regulatory Committee of Auditors &amp; Evaluators.</p>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee

- Action Plan Subject:** SMO 2–International Education Standards for Professional Accountants and Other Pronouncements Issued by the IAESB
- Action Plan Objective:** QCPA continues to use its best endeavors to ensure continued compliance with the education and training of certified accountants in Qatar and meets the requirements of International Education Standards (IES).

**Background:**

- Initial and continuing professional development requirements for accountancy professionals are stipulated in the Law No. (8) for the year 2020 organizing the Auditing Profession. Since, the executive regulations of this law, and the decisions necessary to implement its provisions are not yet issued, and until the issuance and implementation of these executive regulations, the decisions and regulations currently in force in effect shall continue to apply in a manner that does not conflict with the provisions of this law.
- For enrolling anyone in the Register of Auditors, shall be natural persons as per the following conditions:
  - 1- He should be of Qatari nationality.
  - 2- To be fully fledged and dedicated to practice the profession.
  - 3- That he holds a university qualification in Accountancy from one of the recognized universities or, higher institutes, or any other qualification that the competent authority in the equivalency of certificates considers as equivalent.
  - 4- He should be of good conduct and reputation, and no final judgment has been issued against him in a felony or, not has been convicted of a crime involving dishonor or dishonesty, unless he has been rehabilitated.
  - 5- He must not have been issued a final judgment or disciplinary decision to be removed from the Auditing Register, unless the ruling or decision has passed for a period of not less than three years.
  - 6- He has completed the training period, or has continuous practical experience after obtaining the educational qualification for a period of no less than three years for bachelor’s degree holders, and two years for masters degree holders, and one year for PhD holders, or whatever equivalent, or obtaining a fellowship certificate from an institute or association of accountants designated by the committee.
  - 7- He must pass the qualification test to practice the profession, as determined by the committee.
  - 8- He should be (full-time) to practice the profession, and the committee may allow the Qatari auditor registered, based on his request, to combine practicing the profession with works that do not violate its morals and assets, for a period of five years

from the date of registration, and the committee may extend this period for a limited or other similar periods, according to the requirements of the profession.

- Initial and continuing professional development requirements for accountancy professionals are implemented by QCPA who will also update its own education requirements and curricula in line with new and revised IES on an ongoing basis.
- A member of QCPA must meet the following requirements:
  - 1- Must be a Qatari citizen.
  - 2- Must be registered in the Register of Auditors.
  - 3- Should not have had a final judgment issued against him/her in a crime involving breach of honor or trust, unless they have been rehabilitated;
  - 4- Shall be of good reputation, of good conduct.
- The membership application shall be submitted on the form prepared by the Board of Directors, and within (30) thirty days from the date of submitting the application, the Board may accept or reject it with an explanation of the reasons for rejection, and the elapse of this period without a response is considered an implicit rejection of the application. And when a request is rejected, the applicant may appeal against the Board's decision to the Minister of Civil Service Affairs and Housing within thirty days from the date of notifying him of the rejection decision by a registered letter or from the date of the implicit rejection, and the decision issued by the Minister in this regard shall be considered final.
- All applicants to join QCPA, including those who sign the articles of incorporation, must submit a declaration containing all important indicative information.
- The board of directors may grant honorary membership to anyone who performs great services for the Association, and this member shall only have the right to participate in the QCPA's activities.
- A member of the association is bound by the following duties:
  - 1- Paying the annual subscription at the scheduled dates.
  - 2- Preserving the association's reputation and not offending it.
  - 3- Not to speak in the name of the association, unless he was assigned to do so by the board of directors.
  - 4- Participate in 4 training programs during one year, as a condition of accepting the renewal of his/her membership with a total of at least 60 training hours.

- Qatar Association of Certified Public Accountants (QCPA) is keen to activate its role within the various financial sectors and non-profit organizations specialized in the development of accounting and auditing profession in the state of Qatar so as to keep pace with the rapid evolution in the accounting field. It felt necessary to set up an integrated program of continuing education and professional development, to ensure that auditors are updated with the latest information on the professional level and develop their skills on an ongoing basis to upgrade their level of performance. For that reason, the association is working hard and closely to consolidate its relationship at the internal and external levels.
  - On the international level: QCPA is organizing establishment of accounting activities in cooperation with agencies and institutions, for example, but not limited to, QCPA has cooperative relations with: The International Arab Society of Certified Accountants (IASCA) / The Global Compliance Institute (GCI)/ The American Institute of Certified Public Accountants (AICPA) / UK Association of Chartered Certified Consultants (ACCA) / The Institute of Internal Auditors (IIA) / The Institute of Management Accountants (IMA) / Kuwait Association of Accountants and Auditors (KAAA).
  - On the national level: QCPA has strong and regular links with professional accounting organizations in Qatar, including the Ministry of Commerce and Industry as a regulator / the State Audit Bureau as a supervisory body / Qatari Association of Certified Accountants as a training and awareness agency / Qatar University as Qatar’s primary institution of higher education and a beacon of academic and research excellence in the region. The association is linked in a network of cooperation with more than 80% of national institutions and global bodies in Qatar to provide training and qualification for employees and workers in both the public and private sectors. QCPA exerts its utmost efforts by offering training in more than 20 internationally accredited professional certificates for accountants and auditors to improve their work and practical capabilities. In addition, QCPA is working continually in providing regular training in various fields of finance, economics, anti-money laundering and terrorist financing, compliance, internal auditing, financial reporting standards and accounting standards in the public sector.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resources
<i>Supporting Adoption of IES</i>					
1.	January 2022	QCPA will invite the general assembly to an extraordinary meeting to discuss the amendment of the association’s law in order to incorporate provisions related to education, ethics and	The general assembly to extraordinary meeting held on	General Assembly	General Assembly

		discipline and submit the report to the Minister of Administrative Development, Labor and Social Affairs to get his approval.	27 <sup>th</sup> of March 2024 and discussed the amendments.		
2.	Current	QCPA facilitates all the professional development activities to enhance knowledge aspects of all the latest developments in order to ensure an improvement of professional education in line with IESs. <i>A continues working shops are providing to the fresh graduates and the profession in many Government Institutes.</i>	Ongoing	QCPA Chairman & the activities and programs committee	QCPA Chairman & the activities and programs committee
3.	January 2022	QCPA will inform the local universities about the importance and need to incorporate IFRSs, ISAs, and the IESBA Code of Ethics in their curriculum. <i>Dr. Hashim AlSayed (as a Vice president of QU Alumni Association) held meetings and training workshops with many universities about this topic.</i>	Ongoing	Chair & members of the the activities and programs committee	Committee Members and Universities Faculties
4.	Current	QCPA works continuously to maintain the educational project management system, to develop the accounting profession and attracts the largest number of Qataris and other participants in order to increase awareness and promote the accounting profession in Qatar. This will help, at a later stage of implementing new professional education program set in line with IES, to prepare candidates for the local CPA exam.	Ongoing	Chair & members of the the activities and programs committee	Committee Members and subject matter experts
5.	Current	QCPA will continue the development and provision of a wide range of training programs which focus on key updates and changes in the standards, best practices in the application of standards, and key areas of challenges in the implementation of standards. <i>Attached the training programs announcement (9<sup>th</sup> programs have been provided by the QCPA until now).</i>	Ongoing	Chair & members of the the activities and programs committee	Committee Members and subject matter experts
6.	Current	QCPA will review all changes related to IESs (especially the revised requirements of the IES 2, 3, 4 and 8) and related guidance in order to implement these changes and to ensure, on an ongoing basis, that QCPA's training requirements are updated in line with these standards.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee



7.	January 2022	QCPA will launch the Certified Qatari Chartered Accountant Certificate ( <i>the Proposal has been prepared and shared with MOCI</i> ), the first Qatari qualification certificate in accounting which qualifies the chartered accountant to be aware of the most important developments in financial and management accounting, control and auditing systems, measurement of the technical and professional capabilities and behavior characteristics of the individuals who wish to obtain this certificate, and to insure that these individuals have the appropriate competencies and skills to carry out their work in a manner that guarantees and contributes to promote the level of the profession improving the quality of performance and protecting public interests in order to register them in the operating accountants' records in the ministry of commerce and industry.	Ongoing	QCPA Chairman & the profession and standards committee	The profession and standards committee & Partners in Qatar
<i>Support Implementation of Educational Standards</i>					
8.	Current	QCPA continues to use its best endeavors to ensure continued compliance with the education and training of certified accountants in the state of Qatar and meets the requirements of International Education Standards (IES). There is a need to review the SMO information during the next stage once the executive regulations of the Law No. (8) of the year 2020 organizing the Auditing Profession in Qatar are issued. <i>An amendment to Law 8 will be issued soon including that Certified Qatari Chartered Accountant Certificate is a mandatory requirement.</i> <i>In addition, the association obtained the approval of the Ministry of Education and Higher Education to prepare the Financial Culture materials (books) for the higher school (the project implementation will start on the next academic year 2024/2025)</i>	Ongoing	QCPA Chairman & the profession and standards committee	The profession and standards committee & Partners in Qatar
9.	Current	QCPA continues awareness program on educational requirements and follows up to ensure that QCPA's education requirements are constantly in line with the standards. The association organizes specialized training courses for members on a monthly basis, in addition to preparing for a variety of seminars, workshops and interactive sessions, and focuses on aspects of developing skills and exchanging information with	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee with the participation of

		relevant local and international institutions ( <a href="https://www.qcpa.org.qa/">https://www.qcpa.org.qa/</a> ). QCPA is accredited by the Ministry of Commerce and Industry (MOCI) to implement mandatory training programs for auditors (50 Hours training program) with an evaluation of each program provided to the Ministry in order develop the capabilities of auditors.			experts when needed
10.	Current	QCPA publishes an annual printed directory including all the names of accounting offices, universities, colleges, specialized offices, and publishes also a comprehensive annual guide containing the accounting and auditing offices in Qatar as well as drafting educational brochures and publications in the form of brief booklets ( <i>Attached March Edition</i> )	Ongoing	QCPA Chairman & members of the communication committee	QCPA Chairman & members of the communication committee
12.	Current	The association organizes periodic meetings for QCPA members during which proposals for a development project is presented to the Board members and even participants from outside can interact during these events, as well as accessing QCPA offices for other queries or needed info.	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
<i>Contributing to International Standard-Setting</i>					
13.	January 2022	QCPA's profession and standards committee will review and give comments on any Exposure Drafts or publications issued. QCPA continuously follow up any publications and communicates with publisher institutions.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee with the participation of experts when needed

**Action Plan Subject:** SMO 3–International Standards and other Pronouncements Issued by the IAASB  
**Action Plan Objective:** Build awareness to ensure high quality implementation of the requirements of International Standards and other Pronouncements issued by the IAASB

**Background:**

Qatari requirements for accounting, auditing, and financial reporting by corporate sector entities are mandated in a number of laws:

- Law No. 11 of 2015 promulgating the Commercial Companies Law stipulates that the auditor shall do the following:
  - 1- Audit the company's accounts according to approved auditing rules, professional requirements and its scientific and technical basics.
  - 2- Inspect the balance sheet and profit and loss account of the company.
  - 3- Ensure the application of the law and the articles of association of the company.
  - 4- Inspect the financial and administrative regulations of the company, its internal financial control regulations and make sure they are suitable for the good progress of the company's business and protecting its funds.
  - 5- Verify the company's assets and its ownership of them as well as verifying the legality of the company's liabilities and their soundness.
  - 6- Review the resolutions passed by the board of directors and instructions issued by the company.
  - 7- Assume any other duties that an auditor must assume according to this law, the auditing law and other relevant regulations and customary practices in auditing.
- Also, the law No. 11 stipulates that the auditor's report must include the following:
  - 1- The auditor has obtained the information, details and clarifications necessary, in his opinion, to perform his duty.
  - 2- The company keeps regular accounts and records according to internationally accepted accounting rules.

3- The auditing procedures followed by the auditor for the company's accounts are, in his opinion, sufficient to form a reasonable ground to express his view on the financial status, the results of business and cash flows of the company according to internationally accepted auditing rules.

4- The financial data mentioned in the report of the board of directors to the general assembly are consistent with the company's entries and records.

5- The inventory was conducted as per the applicable principles.

6- A statement of the breaches of the provisions of this law or of the articles of association of the company that occurred during the year subject to the audit with a material impact on the company's business and financial status and whether such breaches still continue, according to the information available to him.

- As to the law No. 8 for the year 2020 organizing the Auditing Profession – Qatar, the auditor has the right to perform the following tasks:

1- Review and audit the financial accounts, to express an opinion on those financial statements thereon, in accordance with the accounting and auditing standards approved in the country.

2- Preparing reports on the financial statements, budgets, and periodic and annual accounts of his/her clients.

3- Providing expertise, advice and studies in the financial and economic fields and tax.

4- Liquidation works.

5- Any other tasks provided for in the laws in force in the State that provide for his/her professional competence.

Note that the executive regulations of this law, and the decisions necessary to implement its provisions are not yet issued.

- While QFMA defines an external auditor as a legal person licensed by the competent department at Ministry of Commerce and Industry or registered at Qatar Financial Center (QFC) to carry out the works of revision and audit of financial statements and reports, to express an opinion in accordance with rules and principles of the profession and the International Standards on Auditing (ISA) or auditing standards relating to Islamic financial institutions; and to confirm whether those financial statements are free of fundamental mistakes; as well as the liquidations. External auditors who are eligible to carry out external audit for the listed entities and entities subject to the Qatar Financial Markets Authority's jurisdiction shall register in the QFMA external auditors' list. No person shall carry out the external audit for the listed entities and entities subject to the QFMA's jurisdiction, unless registered in the external auditors' list prepared for this purpose in the QFMA.

- This requires adoption of ISA as issued by the IAASB for audits. Auditors use the English version of ISA so that all revisions to standards are adopted on an ongoing basis and become effective when issued by the IAASB in order to avoid a lag due to translations.
- QCPA continues systematically promoting the audit profession through a variety of events and awareness campaigns designed to inform and engage, shares his passion for auditing, raising awareness of the profession and helping stakeholders understand the value of accounting and auditing in their organizations. For nearly two years, QCPA has been working to expand the base of its participants and members and to educate them in order to enhance the aspects of accountability and transparency.
- QCPA participates in setting standards for developing the accounting field in Qatar on an ongoing basis and in coordination with government agencies, universities and colleges specialized in the field in Doha, by preparing the needed reports and organizing workshops and seminars throughout the year. The profession and standards committee in QCPA is collaborating with the Department of Corporate Affairs at the Ministry of Commerce and Industry to organize and monitor the profession of auditing, supervision and control. It monitors the statistics related to the profession and there is a member of the Association in the Accountant’s Admission Committee in the ministry, and it is currently working on implementing the needed training for new accountants willing to register in the ministry.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Adoption/Supporting Adoption of ISA</i>					
1.	January 2022	Among Qatar Association of Certified Public Accountants’ future plans, the main target is to upgrade the accounting and auditing profession and to enhance monitoring. The association is aware of the necessity of adhering to international standards; upgrading training and development for accountants and owners of accounting and auditing offices; and also, the full application of the international auditing standards as set by IFAC ( <i>Attached QCPA Training Plan 2024</i> ).	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman

2.	Current	QCPA provides advisory opinion to the Ministry of Commerce and Industry (MOCI) in the course of issuing the executive regulations of the law No. (8) for the year 2020 organizing the Auditing Profession – Qatar and the decisions necessary to implement its provisions.	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
3.	Current	QCPA will continue negotiations with local regulators specially the Ministry of Commerce and Industry regarding the possible amendments of the Law No. 11 of 2015 promulgating the Commercial Companies Law to mention clearly the applicability of ISAs instead of customary practices in auditing ( <i>work is ongoing to prepare, review and update the law</i> ).	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
<i>Support Implementation of Auditing Standards</i>					
4.	Current	QCPA also takes into consideration, the implementation process of building awareness of the adopted standards, provides relevant education and training, develops or disseminates implementation guidance and any other activities that promote proper understanding and use of the standards in practice ( <i>Attached the executed Programs during 2023</i> ).	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
5.	Current	QCPA is promoting the implementation of the IAASB standards and guidelines. The association supports the auditors and updates their knowledge pertaining to ISAs by providing them with exposure drafts, standards, and other pronouncements issued by the IAASB through the QCPA website, magazine and seminars. QCPA creates email alerts to provide all members with updated ISA publications and pronouncements.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
6.	January 2022	QCPA publishes articles to explain to the members all new, proposed, revised international standards and other pronouncement issued by the IAASB, in order to enhance the awareness of the financial auditors and the trainees about the new and revised standards.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee
<i>Contributing to International Standard-Setting</i>					

7.	January 2022	QCPA provides IFAC with translations of implementation support material and articles into Arabic, and disseminates these translations to members through magazine, emails, or internet website.	Ongoing	QCPA Chairman & the designated team	Senior Translator and the designated Team in QCPA
8.	January 2022	QCPA <i>appointed</i> a technical consultant to assist in commenting on the latest amendments, exposure drafts and publications of the IAASB, e.g., comment on the Exposure Draft of the Proposed International Standard on Auditing of Financial Statements of Less Complex Entities.	Ongoing.	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee with the participation of experts when needed

**Action Plan Subject:** SMO 4–IESBA Code of Ethics for Professional Accountants  
**Action Plan Objective:** Build awareness to ensure high quality implementation of the requirements of IESBA Code of Ethics

**Background:**

- Accountancy professionals are subject to ethical requirements, which are adopted by the IESBA Code of Ethics as issued by the IESBA for auditors. The Law No. 8 of 2020 on regulating the auditing profession intervenes to expand the scope of the responsibility of key stakeholders. New articles deal with responsibility of managers in signing audit reports, which must be among the natural persons registered in the auditor’s record. The auditor must be duly registered, and the approval of the competent department must be obtained. Moreover, the specific conducts of the auditor are mentioned in Article 24 as that of adhering to the ethics and behavior of the profession and the accounting and auditing standards approved in the country. He/she must also adhere to the governance controls, institutional discipline standards, and other duties specified under applicable laws and regulations.

As for the activities prohibited, these are stipulated in Article 26 of the law whereby the auditor is prohibited from several things such as engaging in Commerce, practicing the profession in a manner that contradicts the applicable laws, and performing any activities that are linked to the client who audits and reviews his/her accounts. Also, dealing, buying or selling the securities of the customer who audits his/her accounts for fees for the serviced rendered to the auditor. Finally, the auditor shall be prohibited of being a partner or an accountant in any other accounting firm or office.

In addition, article 54 of the aforementioned law mentions that the committee shall issue a code of conduct and ethics for the practice of the profession, and specify the accounting standards approved in the country.

- On the other hand, in the public sector, in light of the significant economic and social development witnessed by the State of Qatar in recent years, accompanied by a legislative renaissance to complete the necessary system for the efficient and effective performance of the state institutions; the Administrative Control and Transparency Authority (ACTA) prepares a charter for the Integrity of Public Officials based on Amiri Decree no. (6) of 2015 for the re-organization of the ACTA. Many national and international references taken into account in the preparation of the charter, and the stakeholders, led by the national team for the implementation of the United Nations Convention against Corruption, have been involved.

The Integrity of Public Officials Charter is a behavioral standard in which a public official must conduct his work. These standards are centered around the values of seriousness, honesty, safety, objectivity, neutrality, efficiency, leadership, integrity, impartiality, justice, equality and transparency. These values are translated into all areas of the work of the public employee, and in all the relationships that bind him to the work environment, the recipients of the service and the society as a whole. Therefore, it covers the performance of functional specialties, the obligations to preserve public funds and property,



the preservation of official information and documents, the avoidance and treatment of conflicts of interest, the commitment to the workplace, the relationship with the presidents, the relationship with colleagues, the relationship with subordinates, job duties, and prohibited businesses.

- QCPA reports to adopt the IESBA Code of Ethics as issued by IESBA.
- In addition, QCPA seeks to benefit from the increasing cooperation in the government institutions and expand it to mainly include the necessity of applying international standards of accounting, quality and governance aspects in all business communities in the country during the next phase, in order to facilitate the Association’s mission to provide constructive feedback to accountants/auditors regarding inspections and audit quality issues and to enhance these aspects. The association works continuously in cooperation with the relevant institutions, government ministries, the State Audit Bureau, the Ministry of Commerce and Industry and universities in Qatar in meeting the needs of members and associate members proposals, including participating in future projects of the Association and contributing to develop and issue directives related to auditing, discuss issues of professional ethics and issue updated aspects regarding organizing the accounting profession in order to generate national senior managers willing to develop themselves in this field.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Supporting Adoption of IESBA Code of Ethics</i>					
1.	Current	QCPA provides advisory opinion to the Ministry of Commerce and Industry (MOCI) in the course of issuing the executive regulations of the law No. (8) for the year 2020 organizing the Auditing Profession – Qatar and the decisions necessary to implement its provisions. Working on amendment of the Law No. (8) is still ongoing.	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
2.	January 2022	QCPA will invite the general assembly to an extraordinary meeting to discuss the amendment of the association’s law in order to incorporate provisions related to education, ethics and discipline and submit the report to the Minister of Administrative Development, Labor and Social Affairs to get his approval.	The general assembly to extraordinary meeting held on 27 <sup>th</sup> of March 2024	General Assembly	General Assembly

#	Start Date	Actions	Completion Date	Responsibility	Resource
			and discussed the amendments.		
3.	January 2022	QCPA will review the ethical requirements in all related laws and regulations for accountants and auditors and compare them with those included in the IESBA Code of Ethics to ensure harmonization and recommend amendments if necessary to the relevant authorities.	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team with the participation of experts when needed
4.	January 2022	QCPA will give advisory opinion to the Ministry of Commerce and Industry (MOCI) in the course of preparing the code of conduct and ethics for the practice of the profession mentioned in article 54 of the law No. (8), and will make sure that it matches the requirements of the revised IESBA Code of Ethics <i>(The draft has been prepared and circulated to the members).</i>	Ongoing	QCPA Chairman & the designated team	Head of departments specializing in accounting and auditing in governmental and private companies, QCPA's Strategy Steering Committee, QCPA's profession and standards committee
5.	January 2022	QCPA update his code of conduct to comply with the Handbook of the International Code of Ethics for Professional Accountants and the related conforming revisions and amendments.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee with the participation of experts when needed
6.	Current	QCPA will promote the adoption of the revised IESBA Code of Ethics, ensuring that its requirements are compulsory for all members and member firms. <i>The Code of Ethics has been adopted and circulated to all auditors as it has been published on the Ministry of Commerce and Industry website and the Association website as well.</i>	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
<i>Support Implementation of IESBA Code of Ethics</i>					

#	Start Date	Actions	Completion Date	Responsibility	Resource
7.	January 2022	QCPA update all members with all revised and adopted changes of IESBA Code of Ethics and will continue giving courses on the IESBA Code in the CPD curriculum.  QCPA disseminate IESBA publications as well as IESBA new and revised requirements through the media.	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
8.	January 2022	QCPA will monitor the changes made to the IESBA Code of Ethics. QCPA will continue promoting the IESBA Code of Ethics and an awareness campaign to members and outsiders as part of the transparency effort about duties of QCPA members will be conducted. QCPA will maintain ongoing processes to adopt any new requirements, standards or pronouncements issued by IESBA. <i>The code of ethics has been uploaded on the MOCI website and the QCPA website as well.</i>	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
<i>Contributing to International Standard-Setting</i>					
9.	January 2022	QCPA will appoint a technical consultant to assist in commenting on the latest amendments, exposure drafts and publications of the IESBA. <i>QCPA appointed a financial expert already appointed to comment on the latest amendments, exposure drafts and publications of the IAASB.</i>	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee with the participation of experts when needed

**Action Plan Subject:** SMO 5–International Public Sector Accounting Standards and Other Pronouncements Issued by the IPSASB  
**Action Plan Objective:** Promote Adoption of IPSASs

**Background:**

- The Ministry of Finance is responsible for the adoption of International Public Sector Accounting Standards (IPSASs) in the state of Qatar, noting that till now these standards are not adopted according to Qatari Laws & Regulations. However, some public entities like Qatar University, for example, one of the largest government universities, has adopted IPSAS-based accounting policies several years ago.
- QCPA uses its best endeavors to actively encourage the use of International Public Sector Accounting Standards (IPSAS) in Qatar. The association supports the adoption and implementation process by promoting IPSAS and other pronouncements issued by IPSASB to the relevant authorities; organizing seminars/training courses on the subject and raising awareness of the subject through online and mail publications.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Adoption/Supporting Adoption of IPSAS</i>					
1.	Current	QCPA will continue to use its best endeavors to encourage the Government to adopt IPSAS. This will include participation in various committees. <i>QCPA Board seeks to communicate and coordinate with the Ministry of Finance and the State Audit Bureau and number of bodies to implement the International Public Sector Accounting Standards (IPSAS).</i>	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
2.	January 2022	QCPA will promote IPSASs and participate in a relevant campaign to raise awareness of IPSASs and motivate stakeholders to set up the public sector accounting system in accordance with IPSASs.	Ongoing	Under the control of QCPA development projects and	Specialized teams are formed periodically to complete such projects, and they

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<i>QCPA held many training programs on Cert IPSAS for government agencies and preparing a proposal for the Ministry of Finance on sector standards, and performance budgeting</i>		modernization section	are accountable to the Chairman
3.	Current	QCPA will continue to lobby for the global adoption of International Public Sector Accounting Standards (IPSAS) within the ministry of finance and advice to establish committees comprising representatives from several regulatory bodies in order to initiate a work plan aiming to prepare the adequate ground for raising awareness and IPSAS implementation in Qatar ( <i>Attached statistic reports about QCPA efforts to implement IPSAS.</i> )	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
4.	Current	QCPA is promoting IPSASs among QCPA members and it will include IPSASs in all QCPA activities, seminars, events and publications.	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
<i>Support Implementation of International Public Sector Accounting Standards</i>					
5.	Current	QCPA will elaborate its ongoing efforts for capacity building required prior to an effective implementation of IPSASs ( <i>IPSAS program has been included in QCPA training program since 2022.</i> )	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
6.	January 2022	QCPA will publish articles in magazines updating auditors of all IPSAS, guidelines, studies and occasional papers developed by the IPSASB.	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman

#	Start Date	Actions	Completion Date	Responsibility	Resource
7.	Current	QCPA is providing training sessions in Arabic to promote the use of accrual based IPSAS, e.g., ACCA CertIPSAS ( <a href="https://www.qcpa.org.qa/">https://www.qcpa.org.qa/</a> ).	Ongoing.	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
<i>Contributing to International Standard-Setting</i>					
8.	January 2022	QCPA provides IFAC with translations of implementation support material and articles into Arabic, and disseminates these translations to members through magazine, emails, or internet website.	Ongoing	QCPA Chairman & the designated team	Senior Translator and the designated Team in QCPA

**Action Plan Subject:** SMO 6–Investigation and Discipline  
**Action Plan Objective:** Improve and ensure ongoing maintenance of the Investigation and Discipline System

**Background:**

- The Investigation and Discipline system in Qatar covers nearly all the features required by the revised SMO 6, as Chapter Five of the Law No. (8) for the year 2020 organizing the Auditing Profession – Qatar, disciplinary responsibility of auditors is:

To the competent authority, on its own initiative or on the basis of a complaint filed with it, to conduct an investigation with the auditor on what is attributed to him/her in breach of honor, or that violates the conduct, etiquette and dignity of the established profession, or includes negligence in the performance of duties, or violates the provisions of this law, its executive regulations, the decisions implementing it, or the provisions of any other relevant laws or regulations in force. If it becomes clear to the competent authority that the incident attributed to the auditor constitutes a criminal crime, it refers the matter to the Public Prosecution, and if it finds that it constitutes a disciplinary violation, it refers the matter to the Disciplinary Board, and the investigation and disciplinary action is carried out by the director of the competent authority or, whoever is delegated by the Minister for this purpose.

The disciplinary auditors shall be disciplined before a disciplinary board formed by a decision of the Minister headed by a judge of the Court of First Instance chosen by the Supreme Judicial Council, and the membership of one of the Ministry's employees and one of the employees of the Audit Bureau chosen by its president.

An auditor who violates his/her professional duties, or breaches its requirements, or commits a violation of the profession's principles or the accepted accounting and auditing standards or ethics, or violates a provision of this law and regulations, is punished, or the decisions implemented thereof or the provisions of any other laws or regulations in force related to the following disciplinary sanctions:

- 1- Reprimand.
- 2- Warning.
- 3- Suspension from practicing the profession for a period not exceeding three years.
- 4- Cancellation of registration from the register.

The Disciplinary Board for violations shall decide on the violations after the auditor has been summoned to appear before him/her at least seven days before the session, by any means to the knowledge, provided that the announcement includes a summary of the violations attributed to the auditor and the date and place of the session, and its sessions are confidential. The

assignor may express his/her defense, orally or in writing, by himself/herself or through a representative of him/her who is a colleague working in the profession or a lawyer. The Board may decide to attend the assignee by himself/herself and if he/she does not appear despite his/her announcement, the decision may be taken in his/her absence, and the decision issued in the disciplinary case must be public and justified. The auditor shall be notified of the disciplinary board's decision by any means of information.

The auditor, against whom a disciplinary decision has been issued, may appeal the decision to the competent department of the Court of Appeal within thirty (30) days from the date of notification of the decision.

The retirement of the auditor or his/her failure to practice the profession shall not prevent him/her from disciplinary trial for the violations committed during his/her practice of the profession. The disciplinary case shall be dismissed after three years from the date of retirement or stop working.

Disciplinary decisions shall be registered in a special record prepared for this purpose, and their content shall be indicated in the record in which the auditor is registered.

An auditor who has issued a final disciplinary decision to delete his/her name from the Register, in which he/she is registered, has to request the committee to re-register his/her name in that record after at least three years have passed from the date of this decision. The committee must, within thirty days from the date of submitting the application, issue its decision to return or reject the registration. If the application is rejected, the auditor may not submit a new application except after at least one year has passed from the date of the rejection decision, and the decisions of the committee issued in this regard will be final. The application for re-registration follows the conditions stipulated in this the law.

Note that the employees of the Ministry, who shall be authorized to work as commissioned officers and warrant officers, must have a decision of the Public Prosecutor in agreement with the Minister, to arrest and prove crimes committed in violation of the provisions of this law.

- QCPA systematically conducts targeted trainings for auditors which includes regular technical features to develop their skills and to promote the accounting profession. In addition, the association launches an awareness campaign clarifying responsibilities of auditors towards the profession, clients, and the users of the financial statements and explaining the functioning of the Investigation and Disciplinary mechanisms in order to help them to comply with the Law and to adhere to the standards avoiding any possible penalty in the future.
- QCPA's Board of Directors Decision No. (5) of 2020 regarding the Disciplinary Liability of QCPA's staff members dictates that the provisions of Chapter Five of Law No. 8 of 2020 regarding auditors shall apply to the staff members of QCPA, in the event that a final judgment is passed on the member to be struck off, his membership shall be struck off from the Association.



- Membership in QCPA is forfeited by decision of the Board of Directors in the following two cases:
  - 1- If the member loses a condition of membership conditions.
  - 2- If the member fails or delays to pay the membership subscription for one year from the scheduled date of payment, despite the association's notification to him with a registered letter.Membership ends with withdrawal from the Association or due to death.
- The member is dismissed from the Association in the following two cases:
  - 1- If he harms or offends the reputation of the Association.
  - 2- If he deviates from the principles or objectives declared by the Association.The Board of Directors must notify the member in writing of the reasons for his dismissal with a registered letter to his address described in the Association's records, setting an appointment to hear his defense in front of the Board of Directors prior a week at least.
- If the member was notified of the specified appointment and did not attend without an excuse acceptable from the Board of Directors, he may be dismissed in his absence, and he must be notified of the Board of Directors' decision by registered letter within three days from the date of its issuance.
- It is permissible for those whose membership has been dropped or dismissed from the Association to complain about the decision issued in this regard in front of the General Assembly within 60 days from the date it is notified of the decision with a registered letter; otherwise, the grievance is unacceptable. The grievance is included in the first meeting of the General Assembly to be voted on by secret ballot, and the decision of the General Assembly in this regard shall be final.
- Membership may be reinstated to members whose membership has expired due to withdrawal or forfeited that capacity due to non-payment of contributions, if they submit a request for re-enrollment within a period of six months and have paid the due amounts due during this period. If they apply for re-enrollment after the period referred to in the previous paragraph has passed, they will be treated as new members.

**Self-Assessment against the Main Requirements of SMO 6**

1. Requirements	Y	N	Partially	Comments
<b>2. Scope of the system</b>				
1. A system of investigation, discipline and appeals exist for the accountancy profession. The system is operational.	X			
2. Information about the types of misconduct which may bring about investigative actions is publicly available.	X			
<b>3. Initiation of Proceedings</b>				
3. Both a “complaints-based” and an “information-based” approach are adopted.	X			
4. Link with the results of QA reviews has been established.	X			
<b>4. Investigative process</b>				
5. A committee or similar body exists for performing investigations.	X			
6. Members of a committee are independent of the subject of the investigation and other related parties.	X			
<b>5. Disciplinary process</b>				
7. A separate disciplinary committee/entity exists to make disciplinary decisions on referrals from the investigation committee.	X			

1. Requirements	Y	N	Partially	Comments
8. Members of the committee/entity include professional accountants as well as non-accountants.	X			
9. The tribunal exhibits independence of the subject of the investigation and other related parties.	X			
<b>6. Sanctions</b> 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.	X			
<b>7. Rights of representation and appeal</b> 11. A third appeals body exists which is separate from both the disciplinary committee and investigative committee.	X			
<b>8. Administrative Processes</b> 12. Timeframe targets for disposal of all cases are set.		X		
13. Tracking mechanisms to monitor progress in investigation and discipline and related procedures are established.	X			
14. Records of investigations and disciplinary processes are established.	X			
<b>9. Public Interest Considerations</b>				

1. Requirements	Y	N	Partially	Comments
15. Activities are supported to ensure that the public is aware that an investigative and disciplinary system exists in the jurisdiction.	X			
16. A process for the independent review of complaints on which there was no follow-up is established.		X		
17. The results of the investigative and disciplinary proceedings are made available to the public.	X			
<b>10. Liaison with Outside Bodies</b> 18. There is an appropriate process for liaison with outside bodies on possible involvement in serious crimes and offences.		X		
<b>11. Regular review of implementation and effectiveness</b> 19. Regular review of implementation and effectiveness of the system are performed, and corrective actions are implemented.	X			

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Establishing/Supporting the Establishment of I&amp;D</i>					
1.	January 2022	QCPA will invite the general assembly to an extraordinary meeting to discuss the amendment of the association's law in order to incorporate provisions related to education, ethics and discipline and submit the report to the Minister of	The general assembly to extraordinary meeting held on	General Assembly	General Assembly

#	Start Date	Actions	Completion Date	Responsibility	Resource
		Administrative Development, Labor and Social Affairs to get his approval.	27 <sup>th</sup> of March 2024 and discussed the amendments.		
2.	January 2022	QCPA will participate in matters related to inspection operations, quality control and the quality of audits. Therefore, the Association extracts the results of disciplinary decisions, analyze their reasons, and propose to the relevant authorities the legal or procedural changes necessary to reduce or avoid their occurrence in the future. <i>The above process is ongoing with MOCI since Dr. Hashim Al Sayed is a member of the accountants' admission Committee.</i>	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
3.	January 2022	QCPA cooperates with the relevant authorities in monitoring any irregularities or observations in the accounting field and arranges regular meetings with Audit firms to explain and discuss issues <i>related to compliance and future vision.</i> <i>A cooperations done with Ministry of Commercial and Industry (MOCI) and General Tax Authority (GTA)</i>	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
<b>Support Implementation of I&amp;D</b>					
4.	January 2022	QCPA will maintain a centralized database, as a record of cases and of all actions taken in relation to those cases for management reporting purposes. QCPA publishes articles on common professional conduct breaches and how to avoid them.	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
5.	January 2022	QCPA will continue dissemination of rules on the provisions and processes for investigation and discipline through website and trainings, also with the objective of raising its members and the public's awareness of the investigation and disciplinary mechanisms functioning to further ensure that complaints they wish to raise are forwarded to the competent authority. <i>Periodic publication is made on the website, social media.</i>	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team

**Appendix:**

<b>Chapter Five of the Law No. (8) for the year 2020 organizing the Auditing Profession – Qatar: Punishments</b>
<b>Article (47)</b>
<p>Without prejudice to any more severe penalty stipulated by another law, imprisonment for a period not exceeding a year and a fine not exceeding (QR. 2,000,000) Two million riyals, or one of these two penalties, shall be imposed on any of the following:</p> <ol style="list-style-type: none"><li>1- Making false statements in any report, account or document in the context of practicing the profession, knowing that.</li><li>2- Sign a report that is not true or endorses false facts in a document that must be issued legally or by virtue of the rules of the profession.</li><li>3- Approving the distribution of false or fake profits.</li><li>4- Divulge any confidences of the clients who audit their accounts.</li><li>5- Sign financial reports that have not been audited by him/her or by employees under his/her supervision.</li></ol> <p>The name of the violating auditor shall be written off from the Register therein. The court may order the publication of the conviction judgment in one or two daily newspapers at the expense of the violator.</p>
<b>Article (48)</b>
<p>Without prejudice to any more severe punishment stipulated by another law, the penalty of imprisonment for a period not exceeding a year and a fine not exceeding (QR.1,000,000) One million riyals, or one of these two penalties, shall be imposed on any of the following:</p> <ol style="list-style-type: none"><li>1- He/she practiced the profession without having his/her name registered in the Register prepared for that according to the provisions of this law, or he/she practiced the profession after removing his/her name from the Register.</li><li>2- He/she has entered his/her name in the auditors 'Records by giving incorrect data or, information or, by providing certificates that do not correspond to reality, and he/she acknowledged of that.</li><li>3- Use bulletins, billboards, signs, or a means of advertising that would delude the public that he/she has the right to practice the profession, which contrary to the facts.</li></ol> <p>The office shall be closed, the plates removed, getting rid of flyers and other advertising means of propaganda, and the name of the violating auditor shall be removed from the Register in which he/she is registered, according to the circumstances.</p> <p>The court may order the publication of the conviction judgment in one or two daily newspapers on the violator's expense.</p>

**Article (49)**

Without prejudice to any more severe penalty stipulated by another law, the penalty of imprisonment for a period not exceeding one year and a fine not exceeding (QR. 1,000,000) One million riyals, or one of these two penalties, shall be imposed on any of the following:

- 1- Practice the profession during the period of suspension.
- 2- Violate accounting, auditing, or other professional standards.

The Court may, as the case may be, rule out to close the office and delete the offending auditor's name from the Register in which it is registered, and it may also order that the conviction verdict be published in one or two daily newspapers at the expense of the violator.

**Article (50)**

Without prejudice to any more severe punishment stipulated by another law, a fine of no more than (QR. 50,000) Fifty thousand Qatari riyals, shall be imposed on anyone who violates any of the provisions of Articles (26), (27), (28), (29), (37). (38) of this law.

**Article (51)**

The person responsible for the actual management of the legal auditor in violation of the same penalties prescribed for actions committed in violation of the provisions of this law, if it is known that he/she was aware of it, or if his/her breach of the duties imposed on him/her by the administration has contributed to the crime.

The legal person shall be jointly responsible for the fulfillment of the compensation to be ruled, if the crime that occurred in violation of the provisions of this law was committed by one of his/her employees or in his/her name or on his/her behalf.

**Article (52)**

The Minister, or his delegate, may reconcile with the crimes stipulated in this law, before the criminal case is initiated, or during its consideration, and before a final ruling is made, against payment of half of the maximum value of the established fine and removing the causes of the violation, and the reconciliation results in not moving the criminal case or its expiry, depending on the circumstances.

**Action Plan Subject:** SMO 7–International Financial Reporting Standards and Other Pronouncements issued by the IASB  
**Action Plan Objective:** Build awareness to ensure high quality implementation of the requirements of International Standards and other Pronouncements issued by the IASB

**Background:**

Qatari requirements for accounting, auditing, and financial reporting by corporate sector entities are mandated in a number of laws:

- Law No. 11 of 2015 promulgating the Commercial Companies Law stipulates that the auditor’s report must include the following:
  - 1- The auditor has obtained the information, details and clarifications necessary, in his opinion, to perform his duty.
  - 2- The company keeps regular accounts and records according to internationally accepted accounting rules.
  - 3- The auditing procedures followed by the auditor for the company’s accounts are, in his opinion, sufficient to form a reasonable ground to express his view on the financial status, the results of business and cash flows of the company according to internationally accepted auditing rules.
  - 4- The financial data mentioned in the report of the board of directors to the general assembly are consistent with the company’s entries and records.
  - 5- The inventory was conducted as per the applicable principles.
  - 6- A statement of the breaches of the provisions of this law or of the articles of association of the company that occurred during the year subject to the audit with a material impact on the company’s business and financial status and whether such breaches still continue, according to the information available to him.
- As to the law No. 8 for the year 2020 organizing the Auditing Profession – Qatar, the auditor has the right to perform the following tasks:
  - 1- Review and audit the financial accounts, to express an opinion on those financial statements thereon, in accordance with the accounting and auditing standards approved in the country.
  - 2- Preparing reports on the financial statements, budgets, and periodic and annual accounts of his/her clients.
  - 3- Providing expertise, advice and studies in the financial and economic fields and tax.
  - 4- Liquidation works.



5- Any other tasks provided for in the laws in force in the State that provide for his/her professional competence.

In addition, article 54 of the aforementioned law mentions that the committee shall issue a code of conduct and ethics for the practice of the profession, and specify the accounting standards approved in the country. Note that the executive regulations of this law, and the decisions necessary to implement its provisions are not yet issued.

- QFMA requires that listed entities and entities subject to the Authority's jurisdiction shall prepare its financial statements in accordance with International Accounting Standards.
- Noting also that the instructions of Qatar Central Bank (QCB) obligate all conventional banks to prepare their financial statements in accordance with International Financial Reporting Standards, and any new amendments and issues thereon. The Islamic banks are also obligated to adopt the same standards where the guidelines of Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI) are not available (Date: 09-02-2017 Circular no.: 9/2017 To: All banks operating in Qatar Subject: IFRS 9 Implementation Guidelines in connection with Classification and Measurement of Financial Assets and Liabilities and Derivatives).
- QCPA strives vigorously and continuously in order to preserve and enhance the efficiency, reliability and quality of all administrative activities and services related to the promotion of legislation in the accounting and auditing sector. The Association focuses on protecting information, observes transparency in the workplace, and takes a responsible approach to protecting the sector. QCPA also aims, at the present time, to identify the factors issued by professional institutions, and through what was suggested by previous publications in this field, upgrade the available factors on the quality of the accounting function and improve the corporate governance in the State of Qatar.
- Among the responsibilities and tasks assigned by QCPA in the framework of activating and expanding the profession culture and qualifying accountants are:
  - 1- Spreading professional and accounting awareness through training in order to obtain accredited professional certificates.
  - 2- Holding seminars, conferences and free workshops.
  - 3- Providing accountants with an overview of the most important accounting news and with the latest updates related to IAS / IFRS standards.

**Action Steps:**

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Adoption/Supporting Adoption of IFRS</i>					
1.	Current	QCPA provides advisory opinion to the Ministry of Commerce and Industry (MOCI) in the course of issuing the executive regulations of the law No. (8) for the year 2020 organizing the Auditing Profession – Qatar and the decisions necessary to implement its provisions. <i>Working on amendment of Law No.8 is still in progress.</i>	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team
2.	Current	QCPA will recommend the Qatari universities to include the IFRSs, IFRS for SMEs and International Accounting Standards (IASs) in their academic curriculum (syllabus).  The association will sign MOUs with these universities and participate in activities related to developing their curriculums.  <i>QCPA Communicated and coordinated with many universities, as Dr. Hashim Al-Sayed is the vice president of the Alumni Association</i>	Ongoing	QCPA Chairman & the activities and programs committee	QCPA Chairman & the activities and programs committee
3.	Current	QCPA takes into consideration, the implementation process of building 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.  In addition, QCPA is encouraging the Small and Medium Sized Entities to adopt IFRS for SMEs.	Ongoing	QCPA Chairman & the designated team	QCPA Chairman & the designated team

#	Start Date	Actions	Completion Date	Responsibility	Resource
4.	Current	<p>QCPA will continue to use best endeavors by identifying opportunities to further assist in implementation of IFRS. This includes a review of the existing activities and updating the Action Plan for future activities where necessary.</p> <p><i>The association obtained the accreditation of the Supreme Judicial Council (represented by the Investment and Commerce Court), in appointing the association to select accounting and financial experts and give an opinion on technical and financial issues in more than 1200 cases during 2023</i></p>	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
<b>Support Implementation of IFRS</b>					
5.	Current	<p>QCPA will conduct workshops to educate members regarding updates of IFRSs and IFRS for SMEs. The objective will be to train auditors on issues, such as:</p> <p>1- Code of Ethics for professional accountants. 2- Latest updates on IFRSs and ISAs. 3- IFRS for SMEs. 4- Preparing and presenting financial statements in accordance with International Accounting Standards. 5- Auditing in a computer-based environment.</p> <p>Training sessions in Arabic and English are regularly conducted on each IFRS standard (<a href="https://www.qcpa.org.qa/">https://www.qcpa.org.qa/</a>).</p>	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman

#	Start Date	Actions	Completion Date	Responsibility	Resource
6.	Current	QCPA notifies its members of all new, and revised international standards and other pronouncements issued by the IASB through websites and magazines.	Ongoing	Under the control of QCPA development projects and modernization section	Specialized teams are formed periodically to complete such projects, and they are accountable to the Chairman
<i>Contributing to International Standard-Setting</i>					
7.	January 2022	QCPA will establish a system to follow the activities of the IASB and to provide comments on new and revised pronouncements that are issued by the IASB.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee with the participation of experts when needed
8.	January 2022	QCPA will continuously provide comments on exposure drafts and new regulations and practice notes on the IFRS as well as any other relevant standards.	Ongoing	QCPA Chairman & the profession and standards committee	QCPA Chairman & the profession and standards committee with the participation of experts when needed