



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 actions of a Member or Associate to fulfill IFAC membership requirements.

IFAC [Statements of Membership Obligations](#) (SMOs) require IFAC Members and Associates to support the adoption¹ and implementation² of international standards and other pronouncements issued by independent standard-setting boards under the auspices of IFAC as well as by the International Accounting Standards Board (IASB); and to establish a quality assurance (QA) review and investigation and disciplinary (I&D) systems. 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](#).

¹ *Adoption* is concerned with the decision that international standards are appropriate for use in specific national financial reporting environments and with the actions necessary to 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.

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

Use of Information

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

ACTION PLAN

IFAC Member: International Arab Society of Certified Accountants (IASCA)

Approved by Governing Body: Staff (October 2013) / Board (September 2013)















Original Publish Date: June 2011

Last Updated: May 2023

Next Update: May 2027

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 2023	Level of SMO Fulfillment as of 2023
QA / SMO 1	No Direct	 Partially Adopted	 Review & Improve
IES / SMO 2	Shared	 Adopted	 Sustain
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	 Review & Improve
IFRS / SMO 7	No Direct	 Adopted	 Sustain

Attestation of SMO Compliance

The **International Arab Society of Certified Accountants (IASCA)** 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 **IASCA** 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 **IASCA** 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 **IASCA**, 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

ACCA	Association of Chartered Certified Accountants
AOSSG	Asian-Oceanian Standard-Setters Group
BOD	Board of Directors
CPD	Continuous Professional Development
ED	Executive Director
IAASB	International Auditing and Assurance Standards Board
IACMA	International Arab Certified Management Accountant
IACPA	International Arab Certified Public Accountant
IAESB	International Accounting Education Standards Board
IASB	International Accounting Standards Board
IASCA	International Arab Society of Certified Accountants
ICAEW	Institute of Chartered Accountants in England & Wales
ICAS	Institute of Chartered Accountants of Scotland
IES	International Education Standards
IESBA	International Ethics Standards Board for Accountants
IFAC	International Federation of Accountants
IFRS	International Financial Reporting Standards
IPSAS	International Public Sector Financial Reporting Standards
IPSASB	International Public Sector Accounting Standards Board
ISA	International Standards on Auditing
ISQC	International Standard on Quality Control
IT	Information Technology
JACPA	Jordan Association of Certified Public Accountants
MoF	Ministry of Finance
MOHE	Ministry of Higher Education & Scientific Research
PAO	Professional Accountancy Organization
QA	Quality Assurance
QCC	Quality Control Committee
R&D	Research and Development
SME	Small and Medium-sized Entities
SMO	Statement of Membership Obligations

Action Plan Subject: SMO 1–Quality Assurance
Action Plan Objective: Development of IASCA's Quality Assurance Program

Background:

IASCA role is to spread awareness about the quality assurance through training courses and awareness session for its members and contacting with IASCA members all over the Arab region regarding the quality assurance in the national institutions.

IASCA is planning to create a committee in the upcoming annual meeting for the board of directors to assure that the members are in compliance with the international standards on auditing and code of ethics. The committee will be chosen by the board members for 2 years.

IASCA cooperates with Jordan Association of Certified Public Accountant (JACPA) to establish a mandatory quality assurance, through promoting the amendments to Accountancy Law 2003 and implement the QA review system in the jurisdiction.

IASCA and JACPA cooperates to create Quality Control Committee and Quality Review Committee to ensure that the QA system is incorporates with SMO 1 and ISQC requirements. Quality control review reviews will be take place every six years for cycle- based approach, however the quality control standards shall be reviewed once every three years for audits of public interest entities.

As such, IASCA utilizes best endeavors to address SMO 1 through the development of formal communication and education programs to communicate the importance of quality assurance and quality control (including the requirements of ISA 220 and ISQC 1) to IASCA's members. In this way, IASCA supports the development of QA systems by Professional Accountancy Organizations (PAOs) within national jurisdiction.

IASCA will review the revised requirements of SMO 1 and plan actions to ensure that the possible QA review system established in the country is developed in line with the revised requirements.

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Promoting External Quality Assurance Review for Members</i>					
1.	Ongoing	Continue implementation of IASCA program to communicate the importance of QA (SMO 1) and quality control (including the requirements of ISA 220 and ISQC 1) to IASCA members who are only auditors.	Ongoing	IASCA Executive Director (ED)	IASCA Board of Directors (BOD)
2.	Ongoing	To ensure a wide understanding of these standards, continue offering considerable discounts on the sale of translated standards to IASCA members. <ul style="list-style-type: none"> IASCA annually offers free of charge one of the translated standards books, and a 10% discount on other translated standards books. 	Ongoing	IASCA ED	IASCA BOD
3.	Ongoing	Publicise and circulate new standards via IASCA website, newsletter and email if required.	Ongoing	IASCA ED	IASCA BOD

#	Start Date	Actions	Completion Date	Responsibility	Resource
4.	Ongoing	Conduct training for members on code of ethics and ISQC1.	Ongoing	IASCA Training Department	IASCA ED
5.	Ongoing	Publicise and circulate articles about code of ethics and quality assurance.	Ongoing	IASCA Publications Department	IASCA ED
6.	Ongoing	Exchange of information with Jordan Association of Certified Public Accountant (JACPA) about IASCA members to ensure the quality assurance system.	Ongoing	IASCA ED	IASCA ED
7.	Ongoing	Conduct training of trainers on the conceptual framework of IFAC's mission on code of ethics and ISQC1.	Ongoing	IASCA Training Department	IASCA ED
8.	2021	IASCA translated the Handbook of the International Code of Ethics for Professional Accountants 2021, and the Handbook of the International Standards on Auditing and Quality Control 2021.	2021	IASCA Translation and Quality Department	IASCA ED
9.	2022	IASCA is in process to translate the Handbook of the International Code of Ethics for Professional Accountants 2022, and the Handbook of the International Standards on Auditing and Quality Control 2022.	Ongoing	IASCA Translation and Quality Department	IASCA ED
<i>Maintaining Ongoing Processes</i>					
10.	Ongoing	<p>IASCA keeps promoting the knowledge and understanding of ISQC 1 and SMO 1 through the development and provision of training courses to its members on the importance of quality and new trends and standards on quality control and assurance.</p> <ul style="list-style-type: none"> • IASCA has conducted training courses on Audit in 2020 and 2021, below are some of the latest: <ul style="list-style-type: none"> – IT Audit in 2020. – Risk Based Audit in 2020. – Practical Internal Audit in 2020. – Internal Audit and an introduction to Corporate Governance in 2020. – Fundamentals of Internal Audit in 2021. 	Ongoing	IASCA Training Department	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
11.	Ongoing	Continue the promotion of knowledge and understanding of ISQC 1 and SMO 1 through the development and provision of quality related matters as part of the formal International Arab Certified Public Accountant (IACPA) exam. It is already been developed and IASCA is keeping promote knowledge of ISQC 1 and SMO 1 as part of IACPA, IACMA and IFRS Expert examinations.	Ongoing	IASCA Training Department	IASCA ED
12.	Ongoing	Follow up the QA program which will be established in the country, assuring that all areas of related services provided by authorized public accountant will be covered.	Ongoing	IASCA ED	IASCA BOD
13.	Ongoing	Review IFAC and International Auditing and Assurance Standards Board (IAASB) standards and guidelines on quality control of audit firms.	Ongoing	IASCA BOD	IASCA Members of Quality, Training and Education Committee.
14.	Ongoing	<ul style="list-style-type: none"> • Communicating with JACPA for the cooperation in relation to promoting the QA system for the IASCA practitioner members in Jordan which will cover: <ul style="list-style-type: none"> ✓ JACPA to Provide IASCA with the QA policies and procedures used for JACPA members including the IASCA practitioner members. ✓ IASCA Provide JACPA with the translated QA standards. ✓ Training and awareness for our members regarding the QA standards and the JACPA policies and procedures. 	Ongoing	IASCA ED	IASCA BOD
15.	2022	Discuss with JACPA to conduct training courses and awareness sessions in Quality Assurance for JACPA practioner members.	Ongoing	IASCA Training Department	IASCA ED
16.	2017	Developing material for Quality Assurance, and creating QA manual and circulate it through IASCA members.	Ongoing	IASCA ED	IASCA BOD
17.	Ongoing	Cooperate between IASCA and JACPA to adopt ISQC and other relevant and consider as quality control standards.	Ongoing	IASCA ED	IASCA BOD
18.	Ongoing	Cooperate between IASCA and JACPA to monitor practioner members and assure that they comply with QA standards and implement the Investigation and Discipline system on the violent members.	Ongoing	IASCA ED	IASCA BOD
19.	2017	IASCA signed a Memorandum of Understanding with JACPA to enhance awareness of the system. As part of the MoU, IASCA is in the process of	Ongoing	IASCA ED	IASCA BOD

		working with JACPA to create Quality Control and Quality Review Committees. Both entities initiated discussions to jointly conduct QA review training for JACPA practitioners and to establish a mechanism where both associations can work together in monitoring and enforcing compliance with the mandatory QA system.			
--	--	---	--	--	--

SMO 1 Best Practice	Yes	No	Partially	Comments
Scope of the System At a minimum, mandatory QA reviews are required for all audits of financial statements.			X	Voluntary system. Main barrier is that members presume that Q&A is a complaint against them. Although many firms who are part of an accounting network are subject to Q&A from their own network.
Quality Control Standards and Other Quality Control Guidance Firms are required to implement a system of quality control in accordance with the quality control standards.	X			Quality Control guidance.
Most up to date versions of ISQC 1 and other relevant ISA are adopted as the quality control standards.	X			According to law, in practice we implement quality guidance as minimum standards.
Member Body assists firms in understanding the objectives of quality control and in implementing and maintaining appropriate systems of quality control.	X			Through quality training.
Review Cycle A cycle-based, risk-based, or a mixed approach for selecting firms for QA review is used.	X			There is no cycle based, although basis of selection depends on risk.
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).				
QA Review Team	X			

SMO 1 Best Practice	Yes	No	Partially	Comments
Independence of the QA Team is assessed and documented.				
QA Team possesses appropriate levels of expertise.	X			
Reporting Documentation of evidence supporting the quality control review report is required.	X			
A written report is issued upon conclusion of the QA review and provided to the firm/partner reviewed.	X			
Corrective and Disciplinary Actions Reviewed firms/partners are required to make timely adjustments to meet recommendations from the review report.		X		
QA review system is linked to the Investigation and Discipline system.	X			The system is fully documented as member has the right to object any results in courts. JACPA learned from legal actions to assure independence of review team to avoid any conflicts, confidentiality, investigation reports and disciplinary actions.
Consideration of Public Oversight The body responsible for QA reviews cooperates with its oversight body and shares information on the functioning of the QA review system, as needed.		X		There is no public oversight body in Jordan. Reviews are implemented with cooperation with regulators in general.
Regular Review of Implementation and Effectiveness Regular reviews of implementation and effectiveness of the system are performed.		X		The system needs a basis of selection, detailed guidance on certain audit issues.

Action Plan Subject: SMO 2–International Education Standards for Professional Accountants and Other Pronouncements
Action Plan Objective: Development and Implementation of the Final Assessment Requirement and CPD Program

Background:

The Ministry of Higher Education & Scientific Research (MOHE) is responsible for setting education requirements in Jordan. The Jordanian Council of Higher Education was established in 1982 in response to the need for regulation and planning of higher education policies and coordination among Jordanian public universities. Three years later, the Council was renamed the MOHE. The Ministry undertook the mission of applying the government’s educational policies at post-secondary level, and of legislating up-to-date laws on higher education. The Ministry of Higher Education was annulled in 1998, but was re-established in August 2001 according to the directives of His Majesty King Abdullah II, and renamed The Ministry of Higher Education and Scientific Research.

The legal requirements for entry to the accountancy profession in Jordan are: to be a Jordanian citizen, have a bachelor degree, 3 years practical experience as auditor, and to get the professional certificate “Jordan Association of Certified Public Accountants (JACPA)”.

IASCA reviewed its CPD and IPD programs to be aligned and compliant with the revised IESs (2019), and translated copies of IESs by members of the profession.

The provision of accountancy education is conducted at the university level by both national and international universities with programs in accountancy. To further this, IASCA maintains a strategic partnership and alliance with several prestigious universities including Cambridge University, German Jordanian University, Jordanian universities, among others throughout the Arab countries.

IASCA maintains two levels of membership: IASCA Associate Member and IASCA Fellow:

To be registered as an IASCA Associate Member, generally speaking, the applicant should pass the accountant and professional examinations prescribed by the Board and should have practical experience in accounting acceptable by the Board of not less than three years. Additionally, IASCA recognizes and accepts individuals with prestigious international qualifications (e.g., Association of Chartered Certified Accountants (ACCA), Institute of Chartered Accountants in England & Wales (ICAEW), and Institute of Chartered Accountants of Scotland (ICAS)) who have also met citizenship requirements or the requirement of two years of related work experience in an Arab country. IASCA has developed and implemented a formal process to monitor the attainment of appropriate professional experience.

To be registered as an IASCA Fellow Member, generally speaking, an individual must be an IASCA Associate Member with continuous membership for a period of five consecutive years OR an individual member of a recognized international professional association (e.g. ICAEW, ACCA, ICAS) with continuous membership for a period of five consecutive years.

In addition to offering these two levels of membership, IASCA has begun offering a new level of professional designation to address the needs of the market and to allow for greater professional development and achievement. The International Arab Certified Public Accountant (IACPA) designation is aimed at providing Arab accountants with the highest form of qualification. IASCA updated the IACPA material to be more practical and aligned with International Education Standards (IESs) issued by the International Accounting Education Standards Board (IAESB). IACPA certification scheme includes eight main topics with eight exams. The exams are offered once a year for eligible candidates. IACPA covers several topics in Business, Accounting, Auditing, Taxes and Laws, and Information Technology.

In addition, to ensure that IASCA members’ skills are kept up-to-date and relevant to the market, IASCA is developing Continuing Professional Development (CPD) requirements and a CPD program to keep IACPA holders’ skills and knowledge up- to- date with recent trends in the fields

of accounting and auditing and with international standards. As of 2013, IASCA has CPD for its members which requires 20 training hours annually, and it is monitored by IASCA Membership Department. In case a member of IASCA does not comply with the CPD requirements, IASCA will not renew the membership for this member.

IASCA has some plans to enhance CPD program requirement in line with IES 7 and encourage its members to comply with the CPD program, such as facilitating the CPD opportunities include learning activities as part of a planned program of CPD (e.g. participation in courses, conferences, and seminars; on-the-job training, developing or delivering a course or CPD session in an area to professional responsibilities).

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Development and Implementation of CPD Program</i>					
20.	Ongoing	- IASCA translated the International Educational Standards (IES) 2019.	Ongoing	IASCA Translation and Quality Department	IASCA ED
21.	Ongoing	Maintain an ongoing process to monitor new and revised standards and incorporate them into examinations and membership requirements. IASCA provide its members with the latest version of the International Educational Standards (IES).	Ongoing	IASCA Members of Quality, Training and Education Committee.	IASCA ED
22.	1 ST Quarter of 2014	IASCA launched the IACMA professional certification, ensuring that its syllabus and training program is in compliance with IAESB IESs and SMO 2.	Feb. 2014 Completed	IASCA Members of Quality, Training and Education Committee.	IASCA ED
23.	December 2014	IASCA launched the IFRS Expert professional certificate, ensuring that its syllabus and training program is in compliance with IAESB IESs and SMO 2.	Jan. 2015 Completed	IASCA Members of Quality, Training and Education Committee.	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
24.	Ongoing	<p>Organize seminars and meetings with the representatives of the education institutes and universities to encourage them to update the education syllabus to be in compliance with the requirements of IESs,</p> <ul style="list-style-type: none"> • Seminar at Talal A bu Ghazaleh Forum for the universities chairmans in Jordan – April 2018. • Awareness session for IASCA trainers and educational consultants – May 2018. • IASCA conference entitled “The future of accounting profession under the knowledge revolution” – November 2018. 	Ongoing	IASCA ED	
25.	Ongoing	Establish CPD administrative unit in IASCA, prepare and issue CPD program with details of courses and price list to members and other professional accountants.	Ongoing	IASCA ED	IASCA Chairman
26.	Ongoing	IASCA determines 20 training hours annually which is compliance with IES 7 requirements to cover the CPD program requirements.	Ongoing	IASCA Members of Quality, Training and Education Committee.	IASCA ED
27.	Ongoing	<p>Acceptable CPD activities are not limited to these provided by IASCA, any appropriate activity can be used for learning and development. IASCA has a strategic relationship and cooperation agreement with several universities and training centers (such as below) to support its members in their chosen fields.</p> <ul style="list-style-type: none"> • Talal Abu Ghazaleh Training and Consultation (All over the world). • Arab Institute for Accountants and Legal (UAE). • Berkeley SVP Center (UAE). • Ministry of Finance (Jordan). • Al- Zarqaa University (Jordan). • MH&P Consulting (Egypt). • The Lebanese Association of Certified Public Accountants (LACPA) (Lebanon). • Bait Al Hekma Training Center (Iraq). • Libyan Stock Market (Libya). 	Ongoing	IASCA Members of Quality, Training and Education Committee.	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
28.	Ongoing	<p>Conduct discussions and develop a system for monitoring the attainment of CPD by IACPA members.</p> <ul style="list-style-type: none"> • Holding an annual meeting with IACPA members to ensure the attainment of CPD. The meeting will be held in December 2015. • Establish a detailed communications plan to all IACPA members on CPD. • Continue awareness program on professional educational requirements and follow up with IACPA members to ensure that IASCA professional educational requirements are constantly in line with the standards. 	Jan. 2016 Completed	IASCA Members of Quality, Training and Education Committee.	IASCA ED
29.	Ongoing	<p>Communicate new CPD requirements to members to ensure their understanding and enhance their compliance with this component of membership.</p> <ul style="list-style-type: none"> • IASCA is always in contact with its members through emails/ website and Social Media pages to assure that all members understand and enhance CPD new requirements. 	Ongoing	IASCA Members of Quality, Training and Education Committee.	IASCA ED
<i>Future Improvements on the Final Assessment Requirements</i>					
30.	Ongoing	<p>Review IAESB IESs and SMO 2 and reflect on IACPA, IACMA, and IFRS Expert examinations and areas where further improvements to the examination may be helpful to enhance compliance with SMO.</p>	Ongoing	IASCA Members of Quality, Training and Education Committee.	IASCA ED
31.	Ongoing	<p>Monitor activities of IAESB and ensure that recent changes and updates to IES are embodied in training and educational materials and are reflected in the final assessment.</p> <p>IASCA is usually participate in the meetings which held by the setters of the international standards, such as:</p> <ul style="list-style-type: none"> • The annual conference of World Standard-Setters (WSS) held by International Financial Reporting Standards (IFRS) Foundation in September 2016. • IASCA participated in IFAC's elections and decisions meeting in November 2016. • The annual conference of World Standard-Setters (WSS) held by International Financial Reporting Standards (IFRS) Foundation in September 2017. 	Ongoing	IASCA QA Department	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<ul style="list-style-type: none"> IASCA will participate in IFAC Annual Meeting which will be held in 15-16 November 2017 in Brussels – Belgium. 			
32.	Ongoing	Maintaining the plan to monitor the members that are in career formation, to assure that they are in the way of complying with requirements established in IES in all its parts.	Ongoing	IASCA Members of Quality, Training and Education Committee.	IASCA ED
33.	Ongoing	Ensure through annual reviews, that the requirements to enter the profession, professional education, professional examinations, practical experience, and going education are in compliance with the requirements of SMO 2.	Ongoing	IASCA Members of Quality, Training and Education Committee.	IASCA ED
<i>Future Improvements on CPD Program</i>					
34.	2015	<p>Conduct a review of potential third party providers of CPD for IACPA designated members to determine those providers who are suitable for provision of CPD.</p> <ul style="list-style-type: none"> Develop a list of potential providers. Develop criteria for reviewing and accepting providers. Conduct initial reviews of providers to ascertain their ability to provide CPD at a high level of quality. Notify suitable providers and communicate this information to IACPA Members so that they may be aware of which providers may grant CPD. <p>IASCA approved the CPD requirements (20 training hours) from every center IASCA has cooperation agreement with.</p>	2018 Completed	IASCA Training and Education Committee	IASCA ED
35.	Ongoing	Publish articles in IASCA Newsletter (Special Edition) notifying IASCA's members of the importance of the CPD program in overcoming their obligations of due care to their clients and employers.	Dec. 2015 + 2016	IASCA ED	IASCA BOD
36.	Ongoing	Publish articles in IASCA Newsletter to invite members who have good experience to offer their services as CPD trainers.	Ongoing	IASCA ED	IASCA BOD
37.	Ongoing	Utilizing experience gained from conducting the initial review of third party providers of CPD, develop a sustainable process for annually ensuring that third party providers are conducting high quality educational programs in-line with IASCA objectives and vision.	Ongoing	IASCA Training and Education Committee	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
		IASCA has established its own process before accrediting third party providers, to ensure high quality educational programs in-line with IASCA objectives and vision, such as ensuring good environment training halls, and using professional trainers for the educational programs.			
38.	Ongoing	Promote the adoption of IES requirements as the best international practice for the profession development. <ul style="list-style-type: none"> IASCA discussed at the annual meeting with the board of directors members with was held on October 2017 to promote the adoption of IES requirements. 	Ongoing Oct. 2017	IASCA ED	IASCA BOD
39.	Ongoing	Develop a system for communicating new developments and changes in national and international standards and other guidance to IASCA membership and general public through publications, emails, or website.	Ongoing	IASCA ED	IASCA BOD
<i>Maintaining Ongoing Processes</i>					
40.	Ongoing	Review the revised requirements of SMO 2 and action plans to ensure the development and implementation of the Final Assessment Requirement and CPD Program.	Ongoing	IASCA ED	IASCA BOD
41.	Ongoing	Continue with the IES requirements and insert them in the ongoing professional programs of IASCA.	Ongoing	IASCA ED	IASCA BOD
42.	Ongoing	Continue the development and provision of training courses which focus on key updates and changes of standards, and best practices in the application of standards.	Ongoing	IASCA Training and Education Committee	IASCA ED

IES	Adopted (Yes/No/Partially)	Differences
Initial Professional Development (IPD)		
IES 1 Entry Requirements to Professional Accounting Education Programs (2014)	Yes	
IES 2 Initial Professional Development—Technical Competence (2015)	Yes	
IES 3 Initial Professional Development—Professional Skills (2015)	Yes	
IES 4 Initial Professional Development—Professional Values, Ethics, and Attitudes (2015)	Yes	
IES 5 Initial Professional Development—Practical Experience (2015)	Yes	
IES 6 Initial Professional Development—Assessment of Professional Competence (2015)	Yes	
Continuing Professional Development (CPD)		
IES 7 Continuing Professional Development (2014)	Yes	
Specialization for Auditors		
IES 8 Professional Competence for Engagement Partners Responsible for Audits of Financial Statements (2016)	Yes	

Action Plan Subject: SMO 3–International Standards and Other Pronouncements Issued by the IAASB
Action Plan Objective: Promoting an Ongoing Convergence Process and Implementation with IAASB Pronouncements

Background:

All the Professional Accountancy Organization (PAO) should follow all the standards recognized by the Higher Committee of the Accountancy Profession (HCAP) which has already adopted the IASs since 1992.

The Higher Committee of the Accountancy Profession (HCAP) adopted all International Standards on Auditing (ISAs) as issued by the IAASB for current and future audit. All revised and new ISAs are applicable in Jordan with the effective date when issued by the IAASB.

As the sole organization in the Arab region that is in charge of the translation of English international accountancy standards into Arabic, IASCA is responsible for translating the IAASB pronouncements into Arabic. Through translation, publication and promotion, IASCA uses best endeavors to encourage the adoption and implementation of IAASB standards by countries throughout the Arab region. IASCA has been licensed to translate the IAASB pronouncements into Arabic and all the translation is performed in accordance with the IFAC Translation Policy per IFAC – IASCA Cooperation Agreement.

IASCA keeps its members (Professional Accountants) educated on international standards through its certification, education, and CPD programs to ensure that they understand the standards and apply them appropriately. Additionally, IASCA provides its members with the latest versions of Arabic publications of the IAASB standards. IASCA translated the 2018 Handbook of International Quality Control, Auditing, Review, Other Assurance, and Related Services Pronouncements.

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Promoting an Ongoing Convergence Process and Implementation with IAASB Pronouncements</i>					
43.	2001	Continue translation of IAASB standards and guidance. <ul style="list-style-type: none"> • IASCA is currently preparing to translate the 2016 and 2017 Handbook of International Quality Control, Auditing, Review, Other Assurance, and Related Services Pronouncements the contracts have been signed with IFAC. • IASCA translated the 2016 2017 Handbook of International Quality Control, Auditing, Review, Other Assurance, and Related Services Pronouncements. 	Ongoing	IASCA Translation and Quality Department	IASCA ED
44.	2001	Continue collaboration with professional organizations in the region to ensure the highest quality of translation and comprehension of the Arabic translation in all relevant countries. Continue collaborative activities to attain one common Arabic translation. Include maintenance of the regional Quality Review Committee which works to review the glossary and the basic modifications to standards. Examples of collaboration include:	Ongoing	IASCA Quality Review Committee	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<ul style="list-style-type: none"> • Collaboration with Talal Abu-Ghazaleh Translations, Distribution and Publishing (TAG- Translate) to translate the IFAC and IFRS Foundation standards. • Cooperation with experts in the major universities in Jordan to review the translation. 			
45.	January 2014	Collaborate with IFAC on holding a workshop on the International Standards to enhance adoption of the standards.	December. 2014 Completed	IASCA ED.	IASCA BOD
46.	December 2014	Translate Handbook of International Quality Control, Auditing, Review, Other Assurance, and Related Services Pronouncements.	2016 -2017	IASCA Translation and Quality Department.	IASCA ED
47.	January 2015	IASCA has participated in the World Congress of Accountants which was held in Rome – Italy.	November 2014 Completed	IASCA ED.	IASCA BOD
<i>Training Courses and Awareness Sessions</i>					
48.	Ongoing	Development of examinations and training material in accordance with the International Standards on Auditing (ISAs).	Ongoing	IASCA Training and Education Committee	IASCA BOD
49.	Ongoing	Investigate changes to ISAs and IAASB standards and modify and update certification, education, and CPD training courses. <ul style="list-style-type: none"> • Inform members in case there are any changes or updates to the standards. 	Ongoing	IASCA Training and Education Committee	IASCA BOD
50.	Ongoing	IASCA will arrange to start participating in the International standards setting process by providing comments on Exposure Drafts and other pronouncements issued by the IAASB.	Ongoing	IASCA Training and Education Committee	IASCA BOD
51.	Ongoing	Monitor changes to IAASB standards and communicate these changes to the IASCA Training and Education Committee so that they may appropriately update certification, education, and CPD materials. Example of the material development of the IACMA and IFRS Expert certifications.	Ongoing	IASCA Training and Education Committee	IASCA ED
52.	Ongoing	IASCA will focus in the coming period at raising awareness and assist members in the new updates of the International Standards on Auditing (ISA).	2018 Completed	IASCA Training and Education Committee	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Maintaining Ongoing Processes</i>					
53.	Ongoing	Review the revised requirements of SMO 3 and action plans to ensure promoting an ongoing convergence process and implementation with IAASB Pronouncements.	Ongoing	IASCA ED	IASCA BOD
54.	Ongoing	Publish articles/news in IASCA newsletter to notify members of all new and revised international standards and other pronouncements issued by the IAASB, to enhance the awareness of the accountants, auditors and public in general about the new and revised standards.	Ongoing	Newsletter Committee	IASCA ED
55.	Ongoing	Encourage to incorporate the International Auditing Standards into the national standards and other pronouncements.	Ongoing	IASCA ED	IASCA BOD

Action Plan Subject: SMO 4–IESBA Code of Ethics for Professional Accountants
Action Plan Objective: Effective Adoption and Implementation of the Code of Ethics issued by the IESBA

Background:

Ethical requirements are established by the Jordanian law through the Public Accountant Act of 2003. Act regulates, supervises and monitors the audit and accounting profession in Jordan. It regulates the work of auditors and accountants, creates new criteria for licensing, and forms new committees.

The Higher Committee of the Accountancy Profession (HCAP) have adopted the International Code of Ethics for professional accountants as issued by the IESBA, All revised and new requirements of the IESBA code are applicable in Jordan with the effective date when issued by the IESBA.

Jordan Association of Certified Public Accountants (JACPA) is the body responsible for setting the ethical requirements in Jordan. The role of IASCA is to clarify these requirements by mentioning the Code of Ethics in IACPA material and holding awareness sessions to enhance the knowledge and implementation of the requirements.

It is worth to mention, that IASCA requires its members all over the world to follow and comply with the IESBA Code of Ethics to become certified and maintain their membership in IASCA. The Handbook of International Quality Control, Auditing, Review, Other Assurance, and Related Services Pronouncements Code of Ethics 2016 translated into Arabic and is available for members.

As for the application/ applicability of the Code in Jordan, it is mandatory that all companies and public institutions apply the same pursuant to a legislation issued by the Higher Committee of the Accountancy Profession (HCAP), the legalization which apply and follow the IESBA Code of Ethics for professional accountants.

In an effort to raise awareness of the Code of Ethics for Professional Accountants issued by the IESBA, enhance compliance with IFAC SMO 4 and improve alignment with the IESBA's Code of Ethics, IASCA has started the process of documenting the differences between the national ethics requirements in Jordan and the IESBA Code of Ethics to provide accountants and auditors with a better understanding of the modifications required for the local environment. The differences were that the national ethics are professionalism, due diligence, planning and supervision, and obtaining an adequate and appropriate information.

Now, the national ethics requirements in Jordan are based on the IESBA Code of Ethics, version of 2022 (Integrity, objectivity, efficiency, confidentiality and professional behavior).

The IESBA Code of Ethics has been translated into Arabic in accordance with the IFAC Translation Policy. The translation of the Code of Ethics has been ongoing alongside the translation of the auditing books since 2001, as they were issued within the book.

The Code has been continuously translated since 2010 up to 2016 and was issued in a separate handbook (a separate translation contract is signed in this case).

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Effective Adoption and Implementation of the IESBA Code of Ethics</i>					
56.	2015	<p>Review ethical requirements contained in the Public Accountants Act of 2003 and other legislation regarding ethical requirements for accountants and compare requirements with those included in the IESBA Code of Ethics. Identify areas of deviation which may need to be modified.</p> <ul style="list-style-type: none"> • Ensure that the training programs for IASCA's members incorporate the IESBA's Code of Ethics requirements and its future updates. • Promote training courses on the new Code of Ethics. 	Ongoing	IASCA ED	IASCA BOD
57.	Ongoing	IASCA translated Handbook of International Quality Control, Auditing, Review, Other Assurance, and Related Services Pronouncements, Code of Ethics 2018	February 2019 Completed	IASCA Translation and Quality Department	IASCA ED
58.	Ongoing	<p>Begin dialogue with government representatives to raise their awareness of IESBA Code of Ethics and its requirements. Additionally, raise awareness with regard to the areas where the current Act and legislation may fall short of IESBA requirements.</p> <p>Developments in the implementation of this Action Step include:</p> <ul style="list-style-type: none"> • In March 2014, IASCA submitted a paper at the 4th International Conference for Accounting, Auditing & Governance in Dubai – United Arab Emirates. • In January 2015, IASCA held a meeting with the administrative committee of the Ministry of Finance in Jordan to assure about the importance of IESBA Code of Ethics. • IASCA is to set up an action plan with the Audit Bureau in Jordan to implement and be in compliance with the IESBA Code of Ethics. 	Ongoing	IASCA ED	IASCA BOD
<i>Reviewing IACPA Syllabus in Accordance with Applicable Ethical Requirements</i>					
59.	2014-2015	<p>Review IACPA syllabus and compare ethical aspects, lessons and examples included in the syllabus with those presently required by:</p> <ul style="list-style-type: none"> • Government regulation bodies in Jordan • Jordanian law regulating professional accountants and/or auditors • Securities regulations and • IASCA ethical requirements (this is the same as the IESBA Code of Ethics). 	Ongoing	IASCA ED	IASCA BOD

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<p>Identify areas for modification to improve alignment of syllabus with current ethical requirements.</p> <ul style="list-style-type: none"> The IACPA syllabus and material have been developed according to the updated standards and the ethical requirements. The Association of Chartered Certified Accountants / Britain includes IACPA among its recognized professional certificates. 			
<i>Ethical Requirements Awareness Sessions According to the IESBA Code of Ethics</i>					
60.	Ongoing	<p>Develop and deliver specialized training courses which focus on the modifications and differences between the national ethical requirements and the IESBA Code of Ethics to IASCA members. Use these courses to raise awareness among members regarding current areas for improvement of ethical requirements.</p> <ul style="list-style-type: none"> IACPA qualification training course includes the differences between the national ethical requirements and the IESBA Code of Ethics. 	Ongoing	IASCA Training and Education Committee	IASCA ED
61.	2016	<p>Create a web-based resource on IASCA website about the ethical requirements. Continuously update web resource to include most up-to-date materials and resources on the application of ethical requirements.</p> <p>The link is available: www.ascajordan.org/publications.aspx</p>	Dec 2016 Completed	IASCA Staff	IASCA ED
62.	2017	<p>IASCA translated the 2018 Handbook of International Quality Control, Auditing, Review, Other Assurance, and Related Services Pronouncements, Code of Ethics.</p>	Oct. 2017 Completed	IASCA Translation and Quality Department	IASCA ED
63.	Ongoing	<p>Continue to incorporate ethical elements into relevant training courses provided to IASCA members.</p>	Ongoing	IASCA Training and Education Committee	IASCA ED
<i>Expanding IASCA's Continuing Education Program with Code of Ethics Revisions</i>					
64.	Ongoing	<p>Monitor IESBA for changes to Code of Ethics. Investigate changes to IESBA standards and modify and update certification, education, and CPD training courses accordingly to ensure relevant and current information.</p> <p>Review the IACPA, IACMA and IFRS Expert material and update the material of IASCA professional training courses according to the latest updates and changes to Code of Ethics.</p>	Ongoing	IASCA QA Department	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Maintaining Ongoing Processes</i>					
65.	Ongoing	Review the revised requirements of SMO 4 and action plans to ensure the effective adoption and implementation of the Code of Ethics issued by the International Auditing and Assurance Standards Board (IESBA).	Ongoing	IASCA ED	IASCA BOD
66.	Ongoing	Continue monitoring IESBA Code of Ethics for any changes or updates.	Ongoing	IASCA ED	IASCA BOD
67.	Ongoing	Continue to ensure that IASCA members comply with the requirements of IESBA.	Ongoing	IASCA ED	IASCA BOD
68.	Ongoing	Ensure that exposure drafts and other IESBA pronouncements are communicated to IASCA members.	Ongoing	IASCA ED	IASCA BOD

Action Plan Subject: SMO 5–International Public Sector Accounting Standards and Other Pronouncements Issued by the IPSASB
Action Plan Objective: Ensure Using the Best Endeavors to Promote Use of IPSASs to the Relevant Government Ministry/ Agency

Background:

The Jordanian Ministry of Finance adopted and applied the International Public Sector Accounting Standards (IPSAS) under Article (4) of the Jordanian Accountancy Profession Law No. 73 of 2003. The International Arab Society of Certified Accountants (IASCA) has played a significant role throughout the past two years, in collaboration with the USAID-financed Fiscal Reform Project and the Ministry of Finance, in taking this decision of adoption. In order to achieve IASCA's objective of disseminating the Accounting Standards and enhancing transparency and control over the financial statements in the public sector, the Society has exerted extensive efforts to hold several activities, courses and seminars introducing the international accounting standards in the public sector.

IPSASs have been adopted in 2015 and will be implemented over the next five years. The Ministry of Finance in Jordan has started the implementation of IPSAS in cooperation with Deloitte, however IASCA roll up as a member of the Directory Committee to apply IPSAS in Jordan.

The MOF has issued the Financial Statement for the years 2015 – 2016 based on IPSAS – Cash Basis.

IASCA services to support the adoption and application of IPSAS Standards

- Obtaining the appropriate financing resources through IASCA partnerships with international bodies.
- Providing a specialized and adequate work team to perform this project in addition to IASCA experts, specialists and consultants.
- Prepare the suitable roadmap of the project in order to and ensure that they are applied in accordance with International Accounting Standards.
- Studying the legislative and legal aspects of the country to be adopted and applied.
- Studying the current situation of government accounts in that country and comparing them with International Accounting Standards in the Public Sector.
- Ensure that the planning and organizational procedures necessary for the implementation of this project, which will be reflected on government accounts.
- Reach a mechanism to facilitate the compliance of the related parties with the International Public Sector Accounting Standards based on accrual basis, through using transitional provisions and through cooperation between the concerned experienced staff of the Ministry and "IASCA".
- Development Plan: It includes the development strategy for 2-3 years.
- Communicate with the International Federation of Accountants to obtain technical support.

IASCA has published the 2016 Handbook of International Public Sector Accounting Pronouncements in Arabic language.

IASCA already publicizes and communicates any new and updated IPSAS activities through the IASCA website.

IASCA assists IACPA members to enhance their knowledge of IPSASs by holding lectures and awareness sessions on the subject.

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Ensure Using the Best Endeavors to Promote Use of IPSASs to the Relevant Government Ministry / Agency</i>					
69.	October 2015	The Government of Jordan adopts the application of IPSAS. IASCA has a cooperation agreement with the MoF to support the implementation of IPSAS in Jordan.	Ongoing	IASCA ED	MOF
70.	Ongoing	IASCA keeps holding several seminars in its branches in cooperation with MOF to introduce the importance of IPSAS.	Ongoing	IASCA ED	MOF
71.	Ongoing	IASCA has translated the International Public Sector Accounting Standards IPSAS 2019. IASCA will publish the Arabic version of the International Public Sector Accounting Standards IPSAS 2016 in November 2017.	Nov. 2017 Completed	IASCA Translation and Quality Department	IASCA ED
72.	Ongoing	IPSAS Interoperation and Application (Wiley) is in progress translation and will be published in Arabic soon.	Ongoing	IASCA Translation and Quality Department	IASCA ED
73.	2014-2015	<p>Developments in the implementation of this Action Step include:</p> <ul style="list-style-type: none"> • In October 2015, IASCA was a partner of the 11th International Professional and Scientific Conference which was held in Jordan. IASCA focused on promoting the implementation of IPSAS. • In August 2015, IASCA participated in Amman Book Fair and promoted its professional publications especially IPSAS. • In June 2015, IASCA won a bid for development of the accredited training curricula of the Arab Audit Institute. This agreement stipulates the development and design of training materials on IPSASs. • In June 2015, IASCA held a workshop in cooperation with the Arab American University in Palestine to introduce IASCA's services, activities and publications. • In February 2015, IASCA held its annual conference entitled "Accountancy is an Economic Decision Making Tool" in Dubai – The United Arab Emirates. The conference recommended the establishment of a center in coordination with Dubai Department of Finance to apply IPSAS in the Arab countries. • In May 2014, IASCA made presentation at Al Zarqa Private University in Jordan regarding IPSASs. • In March 2014, IASCA held a specialized workshop at the Audit Bureau in Jordan regarding IPSASs. 	<p style="text-align: center;">-</p> <p>Oct. 2015</p> <p>Aug. 2015</p> <p>June 2015</p> <p>June 2015</p> <p>Feb. 2015</p> <p>May 2014</p> <p>March 2014</p>	IASCA Training and Education Committee	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<ul style="list-style-type: none"> In January 2014, IASCA signed cooperation agreement with the Arab Institute of Certified Public Accountants; the aim of this agreement is to enhance IASCA's services promotion in the Arab world. IASCA held several awareness sessions about IPSASs for the whole public sector in Jordan. 	Jan. 2014		
74.	June 2011	<ul style="list-style-type: none"> Establish dialogue with countries/PAOs in the region which have adopted and implemented IPSAS. Consider what lessons learned may be taken away from their experiences and applied to Jordanian situation. IASCA has already held a meeting with the representative of the Ministry of Finance in Saudi Arabia regarding the adoption of IPSASs there, and IASCA is following up in this regard. Contact the professional institutions in the United Arab Emirates to encourage them to start the implementation and adoption of IPSASs in their countries. 	Ongoing	IASCA Translation and Quality Department	IASCA ED
75.	April 2011	Continue dialogue with relevant Jordanian government ministries/agencies on the benefits for IPSAS adoption and implementation.	Ongoing	IASCA Translation and Quality Department	IASCA ED
76.	2017	IASCA prepares several promotional and advertising materials about IPSAS and circulate them in Jordan and Arab region.	Ongoing	IASCA ED	IASCA BOD
77.	2017	To disseminate the knowledge and science related to IPSAS, IASCA presents annual copies of IPSAS to the accounting legislation authorities in Jordan and Arab countries to urge the to adopt and apply IPSAS.	Ongoing	IASCA Translation and Quality Department	IASCA ED
78.	2022	Participate in the Middle East North Africa: Moving from Cash-basis to Accruals-basis Accounting webinar co-hosted by World Bank Group Middle East North Africa (MENA) Governance Global Practice and IFAC, in cooperation with the Arab Federation of Accountants and Auditors (AFAA) to position themselves for success in a transition to accruals-basis.	June 2022 Completed	IASCA	IASCA
<i>Assisting Members with the Implementation of the Standards</i>					
79.	Ongoing	<ul style="list-style-type: none"> System of CPD for members to keep IASCA members involved with the International Standards. 	Ongoing	IASCA Training and Education Committee	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
		<ul style="list-style-type: none"> IASCA hold a frequently training courses on IPSASs as a part of its training plan, these courses shall involve the CPD program for members. IASCA held a training course entitled "International Public Sector Accounting Standards (IPSAS) in March 2015. 			
<i>Maintaining Ongoing Processes</i>					
80.	2017	IASCA is preparing to translate the International Public Sector Accounting Standards (IPSAS) 2016, and then to distribute them among IASCA members and the Middle East region.	Nov. 2017	IASCA Translation and Quality Department	IASCA ED
81.	March 2015	Discuss the transition to convert from the Cash basis to the Accrual basis between IASCA and the Ministry of Finance in Jordan. MOF is working to implement this with Deloitte.	Ongoing	IASCA	MOF
82.	Ongoing	Publicize the activities of IPSASB in IASCA newsletter and website.	Ongoing	IASCA Translation and Quality Department	IASCA ED
83.	Ongoing	Review the revised requirements of SMO 5 and plan actions to ensure using the best endeavors to promote use of IPSASs to the relevant government ministry. IASCA is willing to participate in the international standard setting process.	Ongoing	IASCA ED	IASCA BOD
84.	Ongoing	Communicating with PAO in Arab world to enhance the adoption of IPSAS, assuring that IASCA is ready to help them to apply that.	Ongoing	IASCA ED	IASCA BOD

Action Plan Subject: SMO 6–Investigation and Discipline

Action Plan Objective: Establishment of a System of Investigation and Discipline for IASCA Membership

Background:

The Jordanian government is the external body responsible for investigation and discipline (I&D) mechanism in Jordan. Jordan maintains a program for investigating and disciplining members of the accountancy profession for misconduct, including breaches of professional standards and rules.

IASCA established the I&D system and put an internal mechanism to promote the system. A Disciplinary Committee has been assigned to undertake investigation, discipline, and appeals activities. IASCA is in process to update its constitution in accordance with SMO changes, investigation, discipline, and other developments in best practice. IASCA coordinates the setting up of an investigation and disciplining committee to develop and guide a system for investigating and disciplining members, however, IASCA has already updated its constitution in accordance with SMO changes, investigation, discipline, and other developments in best practice.

The investigation and discipline process will consistent with IASCA's regulatory mandate to ensure the public interest is served and protected. As indicated in IASCA's status, a complaint must be in writing or must be a request from IASCA Board of Directors. The society can only investigate allegations of professional misconduct and/or professional incompetence against its members. The Investigation Committee is responsible for investigating the complaint.

No member of the Investigation Committee is eligible to be a member of the Discipline Committee and no member of the Discipline Committee is eligible to be a member of the Investigation Committee.

The Investigation Committee with the assistance from staff support will:

1. Review the complaint to:
 - Identify the issues and areas which require further investigation or clarification.
 - Insure that the complaint is one which can be investigated by IASCA.
2. Advise the member that a complaint has been received and the nature of the complaint. This is normally done by providing the member with the written complaint that was received.
3. Investigate the circumstances, collect evidence, and if deemed necessary by the committee, interview the member, the complainant, and potential witnesses.
4. Upon completion of the investigation, prepare the report of the Investigation Committee.
5. If the committee determines that a formal complaint be heard by the Discipline Committee, consult with legal counsel regarding the wording of the report of the Investigation Committee.

IASCA is planning to create a committee in the upcoming annual meeting for the board of directors to assure that the members are in compliance with the international standards on auditing and code of ethics. The committee will be choosen by the board members for 2 years.

#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Establishment of an Internal Investigation and Discipline Mechanism</i>					
85.	Ongoing	Review IFAC SMO 6 requirements to gain understanding of key components of a system of investigation, discipline, and appeals.	Ongoing	IASCA ED	IASCA BOD
86.	Jan 2017	IASCA started establishing and maintaining a disciplinary process to the highest ethical standards, which is important to the ongoing integrity of the accounting profession.	Ongoing	IASCA ED	IASCA BOD
87.	Jan 2017	Begin establishing Investigation and Disciplinary Committees, and put the rules for each committee.	Aug. 2017 Completed	IASCA ED	IASCA BOD
88.	Jan 2017	<p>Begin discussions on how a system of I&D could function within IASCA. Reflect on implications for constitution and by-laws, committee structure and organization of IASCA, human and financial resources and other considerations.</p> <ul style="list-style-type: none"> • Inform IASCA members of disciplinary measures taken. Publish on the IASCA website and in the newsletter relevant information on I&D procedures applicable to IASCA members. • Circulate the I&D system guide throughout IASCA members. 	Ongoing	IASCA ED	IASCA BOD
89.	September 2011	Develop a plan for operationalizing system of I&D which addresses issues of non-compliance of members with professional and ethical requirements.	Jan. 2017	IASCA ED	IASCA BOD
90.	Ongoing	<p>Ensure IASCA's I&D mechanism continues to address all SMO 6 requirements. This will include review of all related mechanism and update the action plan for future activities when necessary.</p> <p>IASCA has established the I&D system according to SMO 6 requirements.</p>	Ongoing	Discipline Committee	Discipline Committee
91.	Ongoing	<p>Raise awareness of discipline requirements to members and encourage them to make an appeal on any breach of discipline any time through:</p> <ul style="list-style-type: none"> • Newsletter – annually basis. • Website in general – annually basis. • Members area on website. 	Ongoing	Discipline Committee	Discipline Committee
<i>Maintaining Ongoing Processes</i>					
92.	Ongoing	Review the revised requirements of SMO 6 and action plans to ensure the establishment of a System of Investigation and Discipline for IASCA Membership.	Ongoing	IASCA ED	IASCA BOD

#	Start Date	Actions	Completion Date	Responsibility	Resource
93.	Jan 2017	Communicating with JACPA to obtain information regarding the JACPA's policies and procedures in relation to the I&D.	Aug. 2017	IASCA ED	IASCA BOD
94.	Ongoing	Communicating with other PAOs in the region where IASCA member practice.	Ongoing	IASCA ED	IASCA BOD
95.	Jan 2017	Creating I&D department in IASCA.	Aug. 2017	IASCA ED	IASCA BOD
96.	Jan 2017	Developing Policies for the I&D for the members covering the practitioners under other PAOs.	Aug. 2017	IASCA ED	IASCA BOD
97.	Ongoing	Awareness to our members on the I&D.	Ongoing	IASCA ED	IASCA BOD

Main Requirements of SMO 6

Requirements	Y	N	Partially	Comments
Scope of the System				
1. A system of investigation, discipline and appeals exists for the accountancy profession. The system is operational.	✓			
2. Information about the types of misconduct which may bring about investigative actions is publicly available.	✓			
Initiation of Proceedings				
3. Both a "complaints-based" and an "information-based" approach are adopted.	✓			
4. Link with the results of QA reviews has been established.	✓			IASCA cooperates with JACPA to monitor members and assure that they comply with QA system and implement the I&D system on the violent members.
Investigative Process				
5. A committee or similar body exists for performing investigations.	✓			The investigation committee is responsible for investigating the complaint.

Requirements	Y	N	Partially	Comments
6. Members of a committee are independent of the subject of the investigation and other related parties.	✓			
Disciplinary Process				
7. A separate disciplinary committee/entity exists to make disciplinary decisions on referrals from the investigation committee.	✓			No member of the Investigation Committee is eligible to be a member of the Discipline Committee and no member of the Discipline Committee is eligible to be a member of the Investigation Committee.
8. Members of the committee/entity include professional accountants as well as non-accountants.	✓			Committee members include IASCA Board of Directors members and General Assembly Members.
9. The tribunal exhibits independence of the subject of the investigation and other related parties.	✓			
Sanctions				
10. The disciplinary system allows imposing an extensive range of penalties. It is particularly important to include (a) loss of professional designation; (b) restriction and removal of practicing rights; and (c) exclusion from membership.	✓			
Rights of Representation and Appeal				
11. A third appeals body exists which is separate from both the disciplinary committee and investigative committee.	✓			
Administrative Processes				
12. Timeframe targets for disposal of all cases are set.	✓			
13. Tracking mechanisms to monitor progress in investigation and discipline and related procedures are established.	✓			
14. Records of investigations and disciplinary processes are established.	✓			

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

Action Plan Subject: SMO 7–International Financial Reporting Standards and Other Pronouncements issued by the IASB
Action Plan Objective: Use the Best Endeavors to Promote Ongoing Convergence and Implementation of IFRSs

Background:					
<p>The accounting standards that must be applied in Jordan are outlined in various laws and instructions, which include the Companies Law No. 22 of 1997, the Banking Law No. 28 of 2000, the securities Law No. 76 of 2002, and the Insurance Regulatory Act No. 33 of 1999. The Laws and instructions do not assign standard setting responsibilities to an institution.</p> <p>International Financial Reporting Standards (IFRSs) are applied. IASCA assists its members with the implementation of the accounting standards by providing workshops, training courses, awareness sessions, and lectures that IASCA holds at the universities and the Audit Bureau.</p> <p>Being the sole organization representing Arab states, IASCA has obtained a license from the IASB and IFRS Foundation to translate and publish IFRSs and the XRBL Project into Arabic to be published around the world. Additionally, in 2010, IASCA published IFRS for Small and Medium-sized Entities (IFRS for SMEs) in Arabic. Through translation, publication and promotion, IASCA uses its best endeavors to encourage the adoption and implementation of IFRSs and IFRS for SMEs by countries throughout the Arab region.</p>					
#	Start Date	Actions	Completion Date	Responsibility	Resource
<i>Promoting Ongoing Convergence with IFRS and Facilitating their Translation into Arabic</i>					
98.	2009	Publish the IFRS for SMEs for the purpose of fulfilling the requirements and capabilities of small and medium-sized entities estimated to account for more than (95%) of all companies around the world.	May 2010 Completed	IASCA Translation and Quality Department	IASCA ED
99.	2015	Monitor IFRS for SMEs for changes and translate and incorporate changes into the Arabic version of IFRS for SMEs.	Ongoing	IASCA Translation and Quality Department	IASCA ED
100.	October 2016	IASCA translated and launched IFRS 2015 in Arabic. IFRS 2016 is translated by Saudi Organization for Certified Public Accountants.	Nov. 2015 Completed	IASCA Translation and Quality Department	IASCA ED
101.	Ongoing	Promote the Arabic translated IFRS through sending notification to all members and publish news on IASCA website and Social Media pages.	Ongoing	IASCA Translation and Quality Department	IASCA ED
102.	Ongoing	IFRS Application and Implementation (Wiley) is in progress translation into Arabic and will be published soon.	Ongoing	IASCA Translation and Quality Department	IASCA ED

#	Start Date	Actions	Completion Date	Responsibility	Resource
103.	Ongoing	Assist with the implementation of standards through the provision of training activities to inform members of IFRS and other IASB pronouncements.	Ongoing	IASCA Training and Education Committee	IASCA BOD
<i>Supporting Implementation of IFRSs and IFRS for SMEs</i>					
104.	Ongoing	<p>Continue developing and delivering training courses in the field of IFRS on SMEs for the targeted groups of SMEs in Jordan.</p> <ul style="list-style-type: none"> • In March 2016, IASCA held a training course about IFRS. • In May 2016, IASCA participated in the 10th Annual Forum of the Gulf Cooperation Council Accounting and Auditing Organization (GCCAAO), which entitled “A Profession without Borders”. • In September 2016, IASCA participated in the annual conference of World Standard-Setters (WSS) held by International Financial Reporting Standards (IFRS) Foundation. • In March 2017, IASCA participated in the Accounting Conference on Latest IFRS and IAS Developments. • In March 2017, IASCA participated in the “Exchanging Experience and Taking Advantage of Challenges” workshop, and IASCA Chairman highlighted IASCA’s compliance with the International Federation of Accountants (SMOs). 	Ongoing	IASCA Training and Education Committee	IASCA BOD
105.	Ongoing	<p>IASCA is conducting the professional exams for IFRS Expert throughout the Arab world.</p> <p>IFRS Expert certificate material has been set up according to the International Financial Reporting Standards.</p>	Ongoing	IASCA Training and Education Committee	IASCA ED
106.	Ongoing	Hold meetings with universities professors to introduce the theory and practical application of the new updates of IFRS.	Ongoing	IASCA Training and Education Committee	IASCA ED
107.	Ongoing	Update IACPA and IFRS Expert materials according to the new and revised or updates IFRS.	Ongoing	Education Committee	IASCA ED
<i>Maintaining Ongoing Processes</i>					
108.	Ongoing	Continue collaborating with IASB to ensure the support of ongoing convergence of the international standards in the Arab countries.	Ongoing	IASCA ED	IASCA ED
109.	Ongoing	Review the revised requirements of SMO 7 and action plans to ensure using the best endeavors to promote ongoing convergence and implementation of IFRSs.	Ongoing	IASCA ED	IASCA BOD

#	Start Date	Actions	Completion Date	Responsibility	Resource
110.	Ongoing	Conduct workshop to educate members regarding updates to IFRS and IFRS for SMEs.	Ongoing	IASCA Training and Education Committee	IASCA ED
111.	Ongoing0	Make the latest Arabic version of IFRS available for IASCA members to encourage them to be involved in the exposures drafts and other IASB pronouncements.	Ongoing	IASCA Training and Education Committee	IASCA ED