



AFRICAN PROFESSIONALISATION INITIATIVE

Partnering to professionalise accounting
and auditing in the public sector

The API Newsletter July - September 2022

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The Latest – Diversity and Inclusivity

The latest segment of the API newsletter covers a topical issue selected by API staff - to deliver on our thought leadership and lifelong learning aspirations - for consideration by our stakeholders and the general readership. In this newsletter edition, we shine a spotlight on diversity and inclusivity. Diversity refers to the makeup of an organisation's people or workforce – such as gender, race/ ethnicity, age, just to name a few, and inclusion refers to a measure of culture and policy actions that enables diversity to thrive.

Good diversity and inclusivity policy actions play a key role in accelerating institutional resilience and socio-economic success. For example, it's notable that organisations that have embraced workforce inter-generational targets and gender equality in their governance arrangements tend to perform better compared to the less inclusive/ diverse or gender balanced ones. The International Federation of Accountants (IFAC) and McKinsey have shared further insights in the articles below:

- IFAC - [Improving Diversity and inclusion](#)
- McKinsey - [Diversity Wins](#)

Future Ready Public Sector Professional Accountants

Governments' public policy and budget actions are the fulcrum on which private sector and general citizenry prosper. When Governments are able to achieve sustainable credibility in the budgeting and budget accountability processes in the form of ensuring the strategic nature and extend of resource mobilisation, allocation, spending and accountability, the resulting impact of optimal value creation and country competitiveness would accelerate achievement of higher levels of socio-economic development.

The human capacity element ranks first – and is critical - for the success of the PFM reforms programmes in Africa and beyond. To stay relevant, sustainable and future ready, African Auditors General (AFROSAI-E & CREFIAF), Accountants General (ESAAG / AAAG) and Professional Accountancy Organisations (PAFA) have partnered under the [API](#) to develop high-quality learning resources (Online learning platform - OLP - and study materials) to enhance public sector accounting and auditing competence. This will support countries to implement public sector accountancy certification programmes which are aimed at upskilling existing capacity while also developing a pipeline of future talent.

The API aims to effectively facilitate realisation of an African public sector capacitated with competent, ethical and influential professionals who support accountability, transparency and good financial governance

API Partner Organisations – A Partnership That Works

The API is operated by its partner organisations (AFROSAI-E, CREFIAF, ESAAG/ AAAG and PAFA), overseen by the Oversight Board and supported by committees and academics, collectively providing the people who work for the API a regional, multi-lingual, digital and future-focused environment within which to create and innovate.

Below, we feature how the visions and mission of the API Partner Organisations interacts with that of the API to contribute to the realisation of public value creation through good finance governance strengthening in Africa.

API Vision		
"An African public sector capacitated with competent, ethical and influential professionals who support accountability, transparency and good financial governance"		
Partner Organisations	Vision	Mission
<u>CREFIAF</u>	"Contribute to the improvement and harmonization of auditing practices, methods and procedures in the public sector through the adoption of modern professional standards, the establishment of integrated training and the exchange of experience and information"	
<u>AFROSAI-E</u>	"To make a difference in the performance of Supreme Audit Institutions"	"We commit to support and cooperate with our member SAIs to enhance their institutional capacity to successfully fulfil their audit mandates, thereby making a difference to the lives of citizens"
<u>ESAAG/AAAG</u>	"To be the leading organisation promoting good governance through sound and effective public financial management in member countries"	"To support the Accountants General Offices' to develop sound and effective Public Financial Management (PFM)"
<u>PAFA</u>	"Sustainable value creation to benefit the citizens of Africa"	"To strengthen the capacity and influence of the accountancy profession in Africa in order to enhance trade, the quality of services, and trust in institutions"
API Mission		
"Grow the capacity of accountancy professionals in the African public sector for enhanced service delivery"		

The above table speaks directly to the API as an enabler for the success of the strategic aims of its partner organisations by addressing the current and future professional human capacity needs, which is both integral to and essential for the success of the PFM reforms across Africa. The API partner organisations play a key role on the journey towards realising a prosperous and self-reliant Africa through professionalisation of Public Sector Accountants and Auditors - thus contributing to the success of the Africa Continental Free Trade Area

(AfCFTA); The African Union Agenda 2063 and the UN Sustainable Development Goals (UN SDGs).

Other News and Developments

SIDA and API Strategic Meeting Held

The Swedish International Development and Cooperation Agency (SIDA) held a fruitful meeting with API leadership. The meeting considered the milestones achieved so far under the SIDA funding for the API. [Read More](#).

API and AAFA Collaborative Partnership

The African Professionalisation Initiative - API- team took part in the African Accounting and Finance Association – AAFA - annual conference in Cairo, Egypt from the 5th to the 9th of September 2022. The Conference was officially opened by the Minister for Finance of Egypt. He was accompanied by the country's minister for Education and other government dignitaries. [Read More](#)

GIZ Advancing Good Finance Governance Initiatives

API held a meeting with GIZ leadership. The meeting brought together API senior leadership and PAFA CEO and staff. The discussions focussed on areas and activities of the API that the GIZ would fund in future subject to availability of funds. The API program will be implemented through a close working relationship with PAOs - PAFA plays a critical role in this regard as one of the API partner organisations. More updates will follow with new developments in future.

API Holds Meeting with The Global Fund and Gavi Representatives

The AFROSAI-E CEO Meisie Nkai and API CEO, Evans Mulera held productive discussions with the Global Fund and GAVI senior officials Eric Boa and Edmund Grove, respectively. The meeting focused on how the API will support the professionalisation of government accountants and auditors to realise enhanced accountability for Donor funding to governments and other funding partnerships being administered for the benefit of African citizens. The meeting reached an agreement to include the API as a participant in the ongoing discussions on implementation of the IFAC - Global Fund - GAVI - PAFA MOU to enhance accountability for public resources through capacity development and professionalisation of public sector accountants and auditors.

PAAB Zimbabwe – A Leader in Public Sector Professionalisation

The PAAB Zimbabwe under the leadership of Admire Ndurunduru, the PAAB Secretary, held fruitful discussions with the API staff to consider next steps in the implementation of the API in Zimbabwe as an additional pathway for the professionalisation of public sector accountants and auditors in Zimbabwe. Zimbabwe has set a high standard of excellence in the professionalisation of government accountants and auditors by implementing initiatives that aim to equip the government with adequate capacity to drive public sector transparency and accountability for resources. The above initiatives are setting the accountancy profession

in Zimbabwe on the path to becoming more relevant and future ready. We laud the productive and supportive working relationship between the PAAB and government of Zimbabwe through the office of the Auditor General and Office of the Accountant General of Zimbabwe.

API Staff Participate in the PAFA AL&D Advisory Group Meeting



API staff made a presentation during the PAFA Accountancy Learning and Development Advisory Group meeting held in Johannesburg in early September 2022. PAFA is one of API's partner organisations and the key role that PAOs play in the learning and development of professional accountants and auditors will be critical in the Public Sector Professional Accountants professionalisation program under the API. The API will continue to forge closer and stronger working mechanisms with PAFA -

and its member organisations – and the other API partner organisations.

Meeting With Accountant General of Namibia and Support for NIPA

Namibia is one of the countries that have expressed interest in the API program and is at an advanced stage of in-country stakeholder engagement before the on-boarding of learners. API staff held a meeting with the Accountant General of Namibia **Albertina Nankela** and the staff at her office to present information about the API. The program was well received by her employees. The API and PAFA also formally prepared a letter of support for NIPA's IFAC membership application as a way to strengthen the impact of public sector accountants and auditors' education and professionalisation towards realising greater accountability and transparency in the public sector as well as delivery of quality results along the seven aspirations of the AU agenda 2063.



For more information on the API and its programmes, please visit: www.professionalisation.africa

