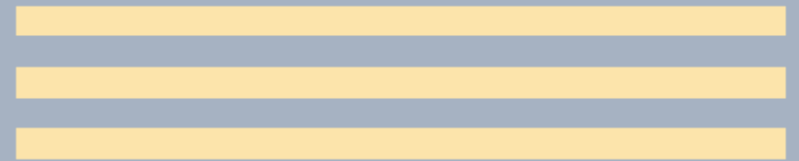




Career Paths for Performance Auditors

Technical Conference, 4 November



Session Objectives

Elevating multidisciplinary performance audit career paths

Retention and career progression for non accountant PA staff

Discussion about the Certification Programme and career paths for external auditors (TA, Mozambique)



Requirements from the standards

The Lima Declaration, (ISSAI 1:4)

The SAI must set priorities for performance auditing equal to importance with the other audit types. i.e. financial audits and compliance audits.



Attempts by SAIs in the region

- SAIs have recruited multidisciplinary staff into their staff ranks
- Many are have struggled to retain them even after heavy investments in their development
- Some SAIs like Mozambique have developed career paths (as part of the Certification Programme) for the External Auditors at the Tribunal Administrativo



Elevating multidisciplinary performance audit career paths

Their progression to the top is seemingly not a matter of priority for SAls

Conditioned to convert from their own professions.

Their full capacity and potential under tapped hence migration only after a short while

Stagnant in same roles while the other move to positions of responsibility

Poll questions



Questions?





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