

CPA
U g a n d a

**INSTITUTE OF
CERTIFIED PUBLIC ACCOUNTANTS
OF UGANDA**



ICPAU'S PROFILE

January 2024

FIND INSIDE

Who we are	3
Where we started from	4
Our Leaders	5
Our Organisation Structure	13
Our EAC Relations	14
What we do	15
Key Stakeholders	19
Events that Connect Us	21
Our Service to the Communities	22
The Institute's Presidents	23
Important Links	24
Connect with Us	24



Artistic impression of the proposed redevelopment of Plot 42, Bukoto Street



WHO WE ARE

The Institute of Certified Public Accountants of Uganda (ICPAU) is the national Professional Accountancy Organisation (PAO).

ICPAU was established in 1992 by an Act of Parliament, now the Accountants Act, 2013.

The functions of the Institute, as prescribed by the Accountants Act, 2013 are:

- i) *To regulate and maintain the standard of accountancy in Uganda;*
- ii) *To prescribe and regulate the conduct of accountants and practising accountants in Uganda.*

Vision

A globally recognised promoter of accountants for sustainable economies.

Mission

To develop and regulate accountants for professional excellence and sustainable impact.

Values

- Professional Excellence
- Accountability
- Integrity
- Responsiveness

Affiliations

ICPAU is a member of;

- a) The International Federation of Accountants (IFAC)
- b) The Pan African Federation of Accountants (PAFA)
- c) The Association for Educational Assessment in Africa (AEAA)
- d) Private Sector Foundation Uganda (PSFU)
- e) The Institute of Corporate Governance of Uganda (ICGU)
- f) The Federation of Uganda Employers (FUE)

WHERE WE STARTED FROM

In 1967, the East African Community (EAC) was founded by the Governments of three countries Uganda, Tanzania and Kenya. The idea of setting up accountancy institutes was conceived by the Governments of the three East African countries and each government was to pass an enabling law.

In Uganda, an Accountants Act was enacted in 1970 but unfortunately, due to the political upheavals of that time, the Act never got the required Presidential assent to effectively become an enabling law. It remained on the shelves of the Parliament until 1992 when the new Act was enacted.

At ICPAU's inception, the Government of Uganda through the Ministry of Finance under the International Development Association (IDA) project provided a seed grant of US1 million dollars to start the profession. Part of the grant was used for a twinning arrangement with an experienced accountancy body; the Institute of Chartered Accountants of Scotland (ICAS), the oldest professional accountancy institute in the world, to assist ICPAU in its formative years. This enabled the Institute to start on a firm



foundation. ICAS was instrumental in establishment of the framework for the accountancy qualification, the Certified Public Accountants of Uganda (CPA-U) course and the first examinations were held in 1998. At the establishment of ICPAU, only 79 professional accountants were registered and these are counted as the only professional accountants the country had at the time. All of them held foreign professional accountancy qualifications. A number of World Bank reports of past years indicate that the cost of training professional accountants in the country was high, mainly, due to reliance on foreign professional accountancy courses and materials. The development of ICPAU therefore is an intervention to reduce the cost of professional accountancy training in the country.



OUR LEADERS

The governing body of the Institute is the Council which comprises Eleven (11) members. The Council is assisted by four (4) Statutory Boards/Committees and Five (5) functional Committees and Eight (8) Sub-Committees/panels, namely:

1. **Public Accountants Examinations Board**
 2. **Quality Assurance Board**
 3. **Disciplinary Committee**
 4. **Disciplinary Appeals Committee**
 5. **Audit Committee**
 6. **Education & Research Committee**
 7. **Finance, Planning & Administration Committee**
 - i) **Projects Committee**
 8. **Members Services Committee**
 - i) **Events Management Committee**
 - ii) **Marketing Sub Committee**
1. **Professional Standards Committee**
 - i) **Taxation and Economic Policy Panel**
 - ii) **Public Sector Panel**
 - iii) **Public Practice Panel**
 - iv) **Internal Audit Panel**
 - v) **Business and Industry Panel**
 - vi) **Financial Reporting Awards Committee**

Composition of the Council

- a) Seven (7) members elected by full members of ICPAU
- b) One (1) member appointed by the Minister for Finance from a recognised profession or regulatory body established by an Act of Parliament
- c) Three (3) ex-officio members:
 - The Accountant General
 - The Auditor General
 - The Officer responsible for higher education in the Ministry of Education



The Council of ICPAU



CPA JOSEPHINE OKUI OSSIIYA
President

CPA Josephine Okui Ossiya is a Partner with Rona & Partners since November 2002 to date. Josephine is the Chief Finance Officer at Bujagali Energy Ltd, since November 2014 to date. Prior to joining Bujagali Energy Ltd, she worked at ATC Ghana Ltd as the Chief Finance Officer. She has also worked at Eskom Uganda Ltd, Standard Chartered Bank, Shell Uganda Ltd, British American Tobacco Uganda Ltd, National Social

Security Fund and National Water & Sewerage Corporation as Finance Director, Financial Controller, Corporate Treasurer and Financial Controller, Area Auditor Eastern Africa and Internal Auditor respectively. CPA Ossiya holds a Masters in Business Administration (International Business) from the University of Liverpool and a Bachelor Commerce (Accounting) of Makerere University.



CPA RONALD MUTUMBA

Vice President

CPA Ronald Mutumba is the Managing Partner at Mutumba Mukobe & Associates from February 2018 to date. He is a member of the ICPAU Editorial Board. Before starting his career as a practitioner, he worked with Afrimax (U) Ltd T/A Vodafone from September 2014 to August 2016 as Revenue Analyst. He also worked with several telecom companies including Smile Communications (U) Ltd, Warid Telecom

and MTN Uganda Ltd. He started his accounting career in 1997 as an Accounts Clerk with Uganda Wildlife Authority. CPA Mutumba holds a Certified Tax Advisor qualification, Masters in Business Administration (Finance) from Uganda Martyrs University and a Uganda Diploma in Business Studies from the National College of Business Studies, Nakawa (now MUBS).

CPA GLORIA TUHAISE WAKOوبا

Member



as a Business Analyst at East African Development Bank (EADB). She has over 17 years' work experience in accounting, auditing, business analysis, project management and supply chain management. She also served as a teaching assistant at MUBS. CPA Wakooba holds a Masters in Business Administration (Finance) from Makerere University, a Postgraduate Certificate in Project Appraisal, Analysis and Financing from University of Bradford UK, and a Bachelor of Commerce (Accounting) from Makerere University Business School. She also holds CIPS from the UK, CISA and CRISC of ISACA.

Gloria is the Deputy Director Administration as well as Head of Innovation Hub at Bank of Uganda. She previously worked as a Principal Internal Auditor at the same Bank, and

CPA PROF. LAURA A. OROBIA

Member



previously served as Associate Professor/ Head of Department of Accounting & Finance (Academics) at Makerere University Business School (MUBS), lecturer as well as Senior Lecturer at the same University. Between 2006-2017, CPA Prof. Orobias was an associate Consultant with Seijaaka, Kaawaase & Co, Certified Public Accountants. She has participated in programme assessment at the National Council for Higher Education Uganda and Namibia. She holds a PHD in Accounting, a Master of Science in Accounting & Finance and Bachelors in Business Administration (Accounting) from Makerere University.

CPA Prof. Laura Aseru Orobias is a Professor/Deputy Dean-Faculty of graduate studies and research at Makerere University Business School. She

CPA HON. JAMES NATHAN NANDALA MAFABI

Member



CPA Hon. James Nathan Nandala Mafabi is a Member of Parliament (MP) representing Budadiri West County. He is also a Practitioner at MTC

Associates since 1995. He has been a qualified accountant since 1993 and has practised accountancy for over 30 years. CPA Hon. Mafabi heavily participated in the enactment of the Accountants Act, 2013 as an MP, and was among the first examiners of the CPA course. He previously served on the ICPAU's Education Committee. He holds a Master of Arts in Economics and a Bachelor of Statistics and Economics, both from Makerere University. He also holds a Postgraduate Diploma in Education of Makerere University and a Postgraduate Diploma in Taxation from Uganda Management Institute.

CPA DR. ALBERT RICHARDS OTETE

Member



CPA Dr. Albert Ricahrd Otete is a partner at J. Samuel Richards & Associates. He is a mentor who has guided a handful of young professional accountants.

Before joining as Senior Manager at Standard Bank, South Africa in 2012, he was the Finance Manager and also headed the Audit department at Stanbic Bank Uganda from 2002-2012. He also worked as Audit Manager at KPMG Uganda and PricewaterhouseCoopers Uganda. CPA Dr Otete holds a Doctorate Degree in Business Administration from the Swiss School of Management, a Masters in Business Administration from the Eastern and Southern African Management Institute (ESAMI) in Arusha, Tanzania and a Bachelor of Commerce (Accounting) from Makerere University.

CPA TIMOTHY DAVID EDIOMU

Member



UKI Uganda Limited between 2000-2005. He also served as Auditor and Audit Assistant at Kassim Lakha Abdulla (now PKF Uganda) and Dalal & Associates respectively. Besides his professional accountancy training, CPA Ediomu holds certificates in Data Analysis, Financial Modelling & Analysis, and Risk Management from the University of Cape Town.

CPA Timothy David Ediomu is a partner at Ediomu and Company since 2006. He worked as a Finance Director at

ENG. STEVEN SERUNJOGI

Ministerial Appointee



Professional Engineers (UIPE no 841), registered with the Engineers registration Board (ERB No 741), and specialising in the design and construction supervision of mega infrastructure projects. He is the Chairman of the Health Sector Internal Audit Committee of the Ministry of Finance, Planning and Economic Development. He is also the Vice Chairman of the building and construction technical Committee (TC03) under Uganda National Bureau of Standards (UNBS) and International Organization for Standardization (ISO). He holds a Masters in Management Studies of Uganda Management Institute.

Eng. Steven Serunjogi is the CEO of SASA E Consults Ltd, an Engineering firm with mega projects in and out of Kampala and a practising Civil/Structural Engineer. He is a member of the Uganda Institution of



CPA STEPHEN OJIAMBO
Accountant General's
Representative



CPA EDWARD AKOL
Auditor General's
Representative

MS ELIZABETH KATEME

Representative of the Officer Responsible for Higher Education in the Ministry of Education and Sports



Ms Elizabeth Kateme is the Assistant Commissioner Business, Social Development Education and Training (BSDET), Principal Education Officer/BE and Senior Education Officer/Business Education at the Ministry of Education and

Sports/BTVET/TVET Department. Prior to that, she was a lecturer as well as Head of the Business Studies department at the National Teachers' Colleges of Nkozi and Mubende. She was also a part-time lecturer at Kyambogo University School of Business and Management, teaching Financial & Management Accounting. Ms Kateme is a member of several Governing Councils of TVET Institutions and a focal /desk officer for several TVET Projects. She also coordinated the launch of the 1st National Skills competition in Uganda by the FL/MS in 2018. She was a former senior UNEB Examiner and team Leader, Commerce. She is an advocate for the girl child.

CPA DERICK NKAJJA

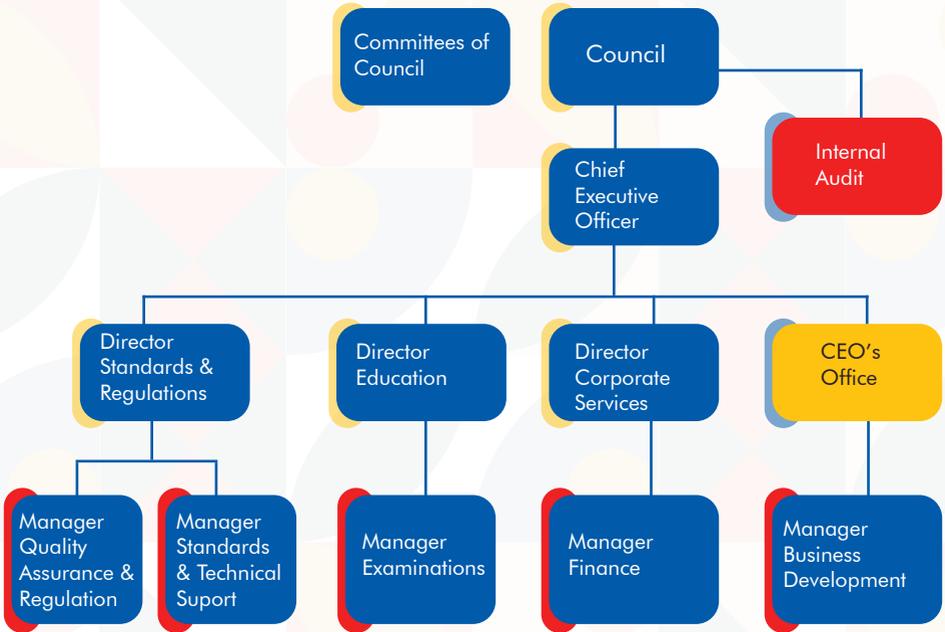
Secretary/CEO



CPA Derick Nkajja is the Chief Executive Officer and Secretary of the Institute of Certified Public Accountants of Uganda (ICPAU) since October 2010. He serves as a Company Director on the Board of Mengo Hospital Investment Uganda Limited, a Non-Executive Director of CIC Africa (U) Limited, and a member of the Tax Agents Registration Committee of Uganda Revenue Authority. He also serves as a member of: the Finance Committee and Trade Committee of the board of the Private Sector Foundation of Uganda, and the Finance Committee of the Institute of Corporate Governance of Uganda (ICGU). He was Board Treasurer of the Uganda Cooperative Savings & Credit Union Ltd. He also

previously served as a member of the International Federation of Accountants (IFAC) Compliance Advisory Panel (CAP), representing the Africa region for six (6) years, having been nominated by ICPAU. He represented the Eastern Africa region on the Board of the Pan Africa Federation of Accountants (PAFA), as an ICPAU representative, and a founding PAFA board member, for four years. As a member of the PAFA Board, he served on the Planning, Human Capital and Finance Committee. CPA Nkajja holds a Master of Business Administration of Edinburgh Business School, Heriot-Watt University UK, a Bachelor of Commerce (Accounting) of Makerere University and a Diploma in Business Studies.

THE ORGANISATION STRUCTURE



The Senior Management team



CPA Derick Nkajja
Secretary/CEO



CPA Charles Lutimba
Director Standards and Regulations



John Bosco Ntangaare
Director-Education



CPA Simon Peter Oola
Director-Corporate Services



OUR EAC RELATIONS

In recognizing the value of regional integration as enshrined in the EAC Common Market Protocol, the East African Community Institutes of Accountants (EACIA) collaborate under a framework for developing, regulating and facilitating regional integration of the accountancy profession in the region.

In 2011, the EACIAs signed a Mutual Recognition Agreement (MRA) to

promote mobility of professional accountants within the EAC, as well as collaboration in the areas of: member education, institutional capacity building, and development of learning materials, standards setting, enhancing the voice of the EACIAs internationally, audit quality reviews, and practical experience.



WHAT WE DO

1. PROFESSIONAL ACCOUNTANCY EDUCATION AND RESEARCH

- Determining the framework for professional accountancy education. The syllabi for accountancy courses are premised on the International Education Standards (IES) which are set by the International Federation of Accountants (IFAC) for Professional Accountancy Organisations.
- Administering examinations: Examinations are held three times a year for the Certified Public Accountants of Uganda (CPA-U) course, that is, May/June, August/September and November/December; and twice a year, that is, May/June and November/December for the Accounting Technicians Diploma (ATD) and the Certified Tax Advisor (CTA) course.

Examination Centres:

- i) Arua
- ii) Fort Portal
- iii) Gulu
- iv) Kampala
- v) Mbale
- vi) Mbarara
- vii) Nkozi (*Special Center*)

Note: *ICPAU is not involved in tuition provision. This function is executed by accountancy trainers in various training institutions.*

THE CERTIFIED PUBLIC ACCOUNTANTS OF UGANDA CPA (U) COURSE

The CPA (U) course is designed to produce competent professional accountants, capable of making a positive contribution to the profession and the national economy in general. The graduates of the course have the potential to serve in many capacities.

CPA(U) Entry Requirements

To register as a CPA student, one must have one of the following qualifications:

- a. A degree from a recognised university.
- b. An Accounting Technicians Certificate/Diploma from a recognised professional accountancy body such as ICPAU, Kenya Accountants and Secretaries National Examinations Board (KASNEB), National Board of Accountants and Auditors (NBAA), Institute of Certified Public Accountants of Rwanda (ICPAR), among others.
- c. A diploma pursued in a period of at least two years from a recognised

university or Institution of Higher Learning.

- d. A professional certificate offered by another body such as KASNEB, Chartered Institute of Procurement and Supply (CIPS), and Chartered Institute of Management Accountants (CIMA), among others.
- e. A-Level Certificate with least two principal passes at A-Level with at least 5 credits at O'Level including English Language and Mathematics.

Career Opportunities

- a. Wide scope of employment: Finance Manager, Financial Accountant, Management Accountant, Internal Auditor, Tax Consultant or Administrator, Head of Governance, Chief Executive Officer, Chief Operating Officer, among others.
- b. Self-employment: External Auditor, Certified Tax Advisor

THE ACCOUNTING TECHNICIANS DIPLOMA (ATD)

To produce competent accounting staff with comprehensive and a wide range of technical knowledge, skills and attitudes which will enable them to work in any sector of the economy.

Transfer of ATD Course to Uganda Business and Technical Examinations Board

- a. The assessment and conduct of ATD examinations has been taken over by UBTEB with effect from 1 January 2024.
- b. The continuing students of the ATD course will continue being examined by ICPAU up to the November 2025 examinations diet. Every student should strive to complete the course within this 2-year period.

- c. Consequently, ICPAU is no longer registering new students for the ATD course.
- d. The ATD course will remain an accredited course by ICPAU in accordance with the Uganda Accountancy Qualifications Framework. As such, the holders of the diploma will be exempted from level I papers of the CPA(U) course for those wishing to pursue the course after obtaining the ATD diploma.

Career Opportunities

Accounting Technician, Accounts Assistant

THE CERTIFIED TAX ADVISOR (CTA) COURSE

CTA was introduced to produce expert tax advisors who will contribute to the economic development of the country.

Entry Requirements

To register for CTA, one must have ONE of the following qualifications:

- a. A professional accountancy qualification
- b. A degree from a recognised institution of higher learning

Career Opportunities

Certified Tax Advisor

2. INVESTIGATIONS AND DISCIPLINARY:

ICPAU maintains and publishes the roll of professional accountants in Uganda. The Institute prescribes the code of conduct for professional accountants, through the Code of Ethics which is enforced by the Disciplinary Committee.

3. PRESCRIBING PROFESSIONAL STANDARDS

ICPAU adopts accounting, auditing and financial reporting standards from the International Federation of Accountants and makes them adaptable and available for professional accountants in Uganda. These include: the International Financial Reporting Standards (IFRS) – adopted in 1998, International Standards on Auditing (ISAs) – adopted in 1999, International Public Sector Accounting Standards (IPSAS) – adopted in 2006 and the International Financial Reporting Standards for Small and Medium Enterprises (IFRS for SMEs) – adopted in 2009.

4. LICENSING AND ISSUANCE OF CERTIFICATES OF PRACTICE

The Institute is responsible for issuing licences and Certificates of Practice to accounting firms and practising accountants, respectively.

5. QUALITY ASSURANCE

To monitor auditor compliance with professional quality assurance standards, ICPAU operates the audit quality review programme.

6. CONTINUING PROFESSIONAL DEVELOPMENT

Professional accountants are required to pursue continuous learning, in order to remain relevant in the dynamic accountancy world. ICPAU operates a robust annual CPD programme to avail opportunities for continuous learning.

7. PROFESSIONAL GUIDANCE

The Institute offers continuous professional guidance to its members, pertaining to various areas in their careers.

8. ADVISOR TO THE GOVERNMENT

The Institute is legally mandated to advise the Government on matters of financial accountability and management in all sectors of the economy.



OUR STAKEHOLDERS

The Government: Owing to the substantial support from the government during the Institute's formative years and to date, the government is the Institute's foremost stakeholder.

Members: We have over 4,000 members, and counting. These are categorised into:

- **Members in public practice:** Practising accountants in accounting firms
- **Members in the public sector:** Accountants employed in government institutions
- **Members in business and industry:** Accountants employed in private organisation
- **Members in Education :** Accountants in teaching or training Institutions.



The CPA Uganda Regional Members Networks

The regional network concept follows a network-based intervention to try and address issues that affect ICPAU members who are far away from the centre.

S/N	Sub-Region	Coordination Centre
1.	West Nile	Arua
2.	Acholi	Gulu
3.	Lango	Lira
4.	Teso/Karamoja	Soroti
5.	Mid-Eastern Uganda	Mbale
6.	Busoga	Jinja
7.	Central	Kampala
8.	Southern Buganda	Masaka
9.	Ankole	Mbarara
10.	Kigezi	Kabale
11.	Rwenzori	Fort Portal
12.	Bunyoro	Hoima

- **Practising Accountants:** There are over 270 accounting firms licensed to practice accountancy in Uganda and over 480 practising accountants.
- **Accountancy Trainers:** There are over 16 ICPAU recognised accountancy training Institutions
- **Corporate Partners:** These are corporate organisations with whom the Institute has strategic collaborations.

EVENTS THAT CONNECT US



The ICPAU Graduation

The delight of every student! Every year, students who complete their courses are recognised and awarded at the ICPAU graduation ceremony.



The CPA Economic Forum

The largest thought leadership forum for professional accountants in Uganda. Accountants converge to discuss matters pertaining to Uganda's economic development and policy recommendations are submitted to the Ministry of Finance, Planning and Economic Development.

- **CFO Forum**
- **Practitioners Forum**



The Annual Seminar

The premium event on the calendar of accountants and the largest gathering of professionals in Uganda. Every year accountants gather at a select venue, for 3 days to learn and network in a calm relaxed environment. The focus is on non-technical learning aspects e.g relationships, personal finance, and health. The Annual Seminar is a fusion of learning, leisure, tourism, professional connection and entertainment delivered by Uganda's finest.



The Financial Reporting (FiRe) Awards

Compliance with International Financial Reporting Standards is key for resource mobilisation and financial management. ICPAU organises the FiRe Awards to promote and recognise best practices in financial reporting, in compliance with International Financial Reporting Standards.



OUR SERVICE TO THE COMMUNITY

The ICPAU Scholarship Programme

In an effort to nurture talent, and impart professional knowledge, skills and values among aspiring Certified Public Accountants (CPAs), ICPAU runs a scholarship programme through which best performing university graduates are financially supported to pursue the CPA-U course.

Sports Sponsorship

ICPAU supports young talent in sports by annually sponsoring the ICPAU Juniors Woodball Championships which are organised by the Uganda Woodball Federation (UBWF).

Fund Raising for Less-abled Children's Home

ICPAU is running a campaign to mobilise funding for the construction of a dormitory for the children at the Katalamwa Cheshire Home, a Non-Governmental Organisation which provides holistic rehabilitation services to children and young persons with disabilities.

Supporting the Women of Katanga

The Institute, through the Mama Tendo Foundation supports the Sewing Women of Katanga through offering free platforms for trade, where the women can sell their products to a wide market.

THE INSTITUTE'S PRESIDENTS



CPA Josephine Okui **OSSIYA**
2023 to Date **10TH**



CPA Constant Ohiieno **MAYENDE**
2021 - 2023 **9TH**



CPA Frederick **KIBBEDI**
2018 - 2021 **8TH**



CPA Protazio **BEGUMISA**
2016 - 2018 **7TH**



CPA Ben Patrick **KAGORO**
2015 - 2016 **6TH**



CPA Narendra A. **THAKKER**
2010 - 2013 **5TH**



CPA Joseph M.B **BALIDDAWA**
2007 - 2010 **4TH**



CPA Fulgensius **MUNGEREZA**
2004 - 2007 **3RD**



CPA David G. **OPIOKELLO**
2001 - 2004 **2ND**



CPA George W. **EGADDU**
1994 - 2001 **1ST**

IMPORTANT LINKS

- [Click here to find a Certified Public Accountant](#)
- [Click here to find a Practising accountant](#)
- [Click here to find a licensed accounting firm](#)
- [Click here to find a recognised tuition provider](#)
- [Download the Accountants Act, 2013](#)
- [National Council for Higher Education](#)
- [Uganda Business and Technical Examinations Board](#)
- [Ministry of Finance, Planning and Economic Development](#)

INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS OF UGANDA

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