


## **ACCOUNTANCY SERVICE AWARDS**



A DECADE OF RECOGNISING  
AND REWARDING  
DISTINCTION IN SERVICE



**SHERATON KAMPALA HOTEL**



A journey of a thousand miles, they say, begins with one step. In September 2015, the first step for the Accountancy Service Awards (ASA) was taken.

Ten years later, the ASA remains a robust model for recognising and rewarding distinction in service within accountancy.

With new sub-categories and a stand-alone ceremony, the 10<sup>th</sup> anniversary promises a premium occasion of glamour and delightful interaction.

You are invited to be part of this remarkable journey.

## ABOUT THE ASA

The Accountancy Service Awards are premium annual awards of excellence aimed at recognising persons or entities that have made outstanding contributions to the advancement of the accountancy profession in Uganda and beyond.





## INVITATION TO NOMINATE

### 1. ICPAU GOLD SERVICE AWARD



**CPA KETO KAYEMBA**

2024 Awardee



The ICPAU Gold Service Award is the highest award bestowed upon individuals who have made outstanding contributions to the accountancy profession in Uganda. The Award is received once in a lifetime and may be granted posthumously.

### **Eligibility Criteria**

- a) The candidate should have made a significant contribution to the accountancy profession as demonstrated by:
  - i) Commitment and excellence in community or volunteer services (e.g. civic, political, charitable, professional or business sphere).
  - ii) Excellence, innovation or remarkable accomplishment in one's career or the field of accounting in general.
  - iii) Excellence in mentorship of young CPAs by developing their ability to exercise sound professional judgment.
- b) Creation of a unique or innovative impact in the areas of accounting, auditing, education, ethics, corporate governance, etc.
- c) The candidate maintained a professional career for at least 20 years, be it in public practice or the private or public sectors that are highly recognised by the profession and can be evaluated as such.

### **Award Criteria/Reason for Nomination**

- a) Has the nominee inspired teammates to undertake outstanding tasks to develop the accountancy profession?
- b) Does the nominee volunteer in any community services?
- c) Has the nominee been innovative in bringing about excellence in the accountancy profession?
- d) Has the nominee mentored other CPAs e.g through teaching, Practical Experience Training (PET) mentorship, Continuing Professional Development?

### **Who can nominate?**

Nominees for the ICPAU Gold Service Award are selected by the ICPAU Senior Management and approved by the Council.

## 2. CPA OF THE YEAR AWARD



The CPA of the Year Award recognises a Certified Public Accountant (CPA) who has made outstanding contributions to the accountancy profession in Uganda and beyond. The Award may be received more than once. It cannot be granted posthumously.

**CPA RUTH-DOREEN MUTEBE NSEKO**

*2024 Awardee*

## Eligibility Criteria

- a) The candidate, by his or her merits and accomplishments represents a model of what ICPAU espouses in terms of professional conduct and technical proficiency.
- b) The candidate made outstanding contributions to the success of a particular project or initiative that had/has remarkable impact on the profession within Uganda.
- c) The candidate maintained a professional career for at least 10 years, be it in public practice or the private or public sectors, that are highly recognised by the profession and can be evaluated as such.
- d) The candidate published relevant papers, books, or articles in any of the fields covered by the accountancy profession or related sciences.

## Award Criteria/Reason for Nomination

- a) Has the nominee created impact for the accountancy profession (project/initiative undertaken)?
- b) In what capacities has the nominee served the accountancy profession?
- c) Has the nominee written articles/publications?
- d) What skills make the nominee stand out?
- e) What has the nominee done to influence others?

## Who can nominate?

ICPAU full members and ICPAU associate members

[Nominate here](#)





### 3. WOMAN ACCOUNTANT OF THE YEAR AWARD



**CPA MARY THERESA KIGGUNDU**

2024 Awardee

This award recognises a female accountant who embraces and promotes the tenets of the profession in a way that reflects a true professional accountant.  
The award cannot be granted posthumously.

## **Eligibility Criteria**

- a) The candidate, by her merits and accomplishments, represents a model of what ICPAU espouses in terms of professional conduct and technical proficiency.
- b) The candidate made outstanding contributions to the success of a particular project or initiative that had/has a remarkable impact on the profession within Uganda.
- c) The candidate maintained a professional career for at least 10 years, be it in public practice or the private or public sectors, which are highly recognised by the profession and can be evaluated as such.
- d) The candidate published relevant papers, books, or articles in any of the fields covered by the accountancy profession or related sciences.

## **Award Criteria**

- a) Has the nominee mentored other CPAs?
- b) Is the nominee exceptional in conduct as recognised by the accountancy profession?
- c) What is the nominee's contribution to the growth of the organisation she serves?
- d) How has the nominee demonstrated creativity at her workplace?
- e) What makes her a role model for the accountancy profession?

## **Who can Nominate?**

ICPAU full members and ICPAU associate members

[Nominate here](#)



#### 4. YOUNG ACCOUNTANT OF THE YEAR AWARD



**CPA JOSEPH OSAKO**

2024 Awardee

This award recognises a young accountant who embraces and promotes the tenets of the profession in a way that reflects a true professional accountant.

The candidate should be below 35 years. The award may be received more than once. It cannot be granted posthumously.

### **Eligibility Criteria**

- a) The candidate demonstrated leadership, contributed to strong growth, presented innovative solutions and demonstrated good service.
- b) The candidate performed noteworthy work towards fulfilling the role of an accountant as recognised by the profession;
- c) The candidate, by his or her merits and accomplishments represents a model of what ICPAU espouses in terms of professional conduct and technical proficiency.
- d) The candidate exhibited entrepreneurial flair and has been an exceptional team player.

### **Reason for Nomination**

- a) What makes the nominee a role model for the accountancy profession?
- b) The nominee is exceptional in conduct as recognised by the accountancy profession.
- c) Explain the nominee's contribution to the growth of the organisation in which he/she serves
- d) How has the nominee demonstrated innovativeness at his/her workplace?
- e) List examples of how the nominee has demonstrated creativity at his/her workplace.

### **Who can nominate?**

ICPAU full members and ICPAU associate members

[Nominate here](#)



## 5. FINANCE TEAM OF THE YEAR AWARD



### **POSTBANK UGANDA LTD** 2024 Awardee

- I. Financial Sector
- II. NGO Sector
- III. Health Sector
- IV. Trade and Allied sector
- V. Public Sector
- VI. ICT and Telecommunications Sector
- VII. Manufacturing Sector

This award recognises the contribution of finance teams towards the overall success of their organisations by recognising and rewarding outstanding performance, management accounting excellence, business partnering and innovation.

## Eligibility Criteria

- a) The finance team has demonstrated a strong ability to work well as a team.
- b) The finance team can provide evidence of results which have benefited their organisation and/or clients.
- c) The finance team developed and implemented innovative approaches which benefited their organisation and/or clients.
- d) The finance team has demonstrated leadership in decision-making across their organisation.
- e) The finance team has shown evidence of flexibility and support amongst the team, which has contributed towards meeting business objectives while maintaining positive team sentiment.

## Award Criteria/Reason for Nomination

- a) Is there a clear connection between the finance team's goals and the overall goals of the organisation?
- b) Are there key innovative approaches, solutions or products that the finance team has developed?
- c) In what ways has the finance team acted as trusted business partners and delivered value to the organisation?
- d) What is the external stakeholders' perception of the finance team?
- e) How does the organisation's leadership team promote engagement and career development in the finance team?
- f) How does the finance team promote and ensure ethical behaviour and governance in all its interactions?

## Who can nominate?

ICPAU students, ICPAU full members and associates, and members of the public

[Nominate here](#)



## 6. ACCOUNTING FIRM OF THE YEAR AWARD



**YM PARTNERS**

2024 Awardee

This award is for a firm which has enjoyed an exceptional year and can demonstrate outstanding achievements including career opportunities for accountancy professionals. The winner will be a firm that its employees view as a great place to work and values the role of accountancy. The firm should have no less than five employees.

## **Eligibility Criteria**

Nominees for this Award are to be evaluated based on the following criteria:

- a) The firm has added value to clients and increased its client base.
- b) The firm has raised clients' competitive advantage.
- c) The firm has a clear differentiation from competitors.
- d) The firm has enhanced its customer effectiveness, client focus and innovation.
- e) The firm has a positive working environment and commitment to continuous professional development by providing time, resources and on-going support to its employees.

## **Award Criteria Guidance/Reason for Nomination**

- a) Has the firm structured its operations to drive firm revenue and ensure recurring clients?
- b) Does the firm ensure delivery of comprehensive client service?
- c) Has the firm participated in socially responsive initiatives benefiting the environment or community?
- d) Are there programmes for staff improvement?
- e) Is the firm involved in community engagement? What effect has this had on its business?

## **Who can nominate?**

Nominations for this award are by the ICPAU Standards & Regulation team i.e team

## 7. INSTITUTIONAL PARTNER OF THE YEAR AWARD



### **UGANDA NATIONAL OIL COMPANY**

2024 Awardee

- I. Government
- II. NGOs
- III. Faith institutions
- IV. Education/training institutions

This award recognises an entity that is committed to supporting ICPAU in fulfilling its mandate. The entity should have supported its people with resources to enhance their careers in professional accountancy.

## Eligibility Criteria

The Institution:

- a) Has participated in initiatives to support ICPAU's mandate
- b) Supports its staff with education and training
- c) Is open to offering practical experience training to students
- d) Meets necessary statutory requirements
- e) Has collaborations with other market players for enhanced delivery

## Award Criteria/Reason for Nomination

- a) The institution has collaborated with ICPAU in fulfilling its mandate.
- b) The institution supports education and training for staff in the accounting/finance department.
- c) The institution offers Practical Experience Training to CPA students and graduates.
- d) The heads of section (Accounting/Finance/Audit) are members of ICPAU.
- e) The institution encourages staff career growth.

## Who can Nominate?

ICPAU students, ICPAU full members and associates, and members of the public

[Nominate here](#)

## 8. UNIQUE HUMANITARIAN AWARD



**PR GARY SKINNER**

Founder Watoto Child Care Ministries, 2024 Awardee

This award recognises individuals who have impacted the community in one of the following areas: humanitarian disaster relief and assistance, human development, refugee assistance, civil society, equitable economic development, health environment, education, population or public policy.

### Eligibility Criteria

- a) The individual works or volunteers in humanitarian services and community development
- b) The individual has made an outstanding contribution to humanitarian or societal work, including in challenging circumstances
- c) The individual has made a lasting impact on the lives of others
- d) The individual's story inspires others to act.

### Award Criteria

- a) What is the most inspiring/impactful thing about the individual's work?

### Who can Nominate?

ICPAU students, ICPAU full members and associates, and members of the public  
[Nominate here](#)

**Nominations close 29 August 2025**

**Institute of Certified Public Accountants of Uganda**

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