Welcome

Performance Audit Mentor
Mariam

"INTOSAI Development Initiative is delighted to welcome you to the Professional Education for SAI Auditors- Pilot (PESA-P).

PESA-P envisions a critical mass of professional SAI auditors contributing to professional SAIs.

Join me and my fellow PESA-P mentors in a journey through the different aspects of PESA-P."

What is PESA-P?

"Let us start by watching the video to learn more about PESA-P, then we can take a look at the Education, Assessment and Reflection Framework (E.A.R.).
Finally we can read about both Initial and Continuing Professional Development."

Mentor for Communications
Omega

The EAR framework

PESA-P is based on the Education, Assessment and Reflection **(EAR) framework**:

Reflection

The last and most important element of the EAR framework is – reflection. The ability to exercise professional judgement is the most critical competency demonstrated by a professional aud itor. Both the PESA- P education and the assessments will provide opportunities for reflection to enable auditors to improve their ability to exercise professional judgement.

Reflection will run throughout PESA-P and will encourage the learners to ask three questions about each concept:
• what is it?
• why is it important?
• what can I do?
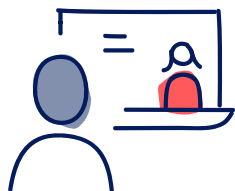Reflection encourages learners to link the education to individual actions within the workplace.

R

The EAR framework

Education

PESA-P is delivered on an integrated education and reflection platform.

DIGITAL EDUCATION
· Self-running digital education
· 2 papers addressing cross-cutting competencies (20 hours) plus
· 5 papers (50 hours) for Financial Audit OR Performance Audit OR Compliance Audit

SOCIAL LEARNING
· Social Media
· Webinars
· Tutorials
· Coaching sessions with SAI Coaches

OTHER RESOURCES
· Web resources
· Videos
· Useful links

INITIAL PROFESSIONAL DEVELOPMENT PORTFOLIO
· Reflections on how the learning applies in the SAI context
· Reflections on the requirements of professional audit practice in the context of the SAI
· SAI Auditors Development Plan

PESA-P digitised education for 17 papers has been developed using Storyline 360 and supports accessibility for SAI Auditors who are visually impaired, audio impaired or have motor disabilities. Accessibility features include keyboard navigation, visible focus indicators, voice over scripts, and compatibility with screen readers.

The EAR framework

Assessment

Who is eligible to take PESA-P Assessments?

SAI Auditors who complete a mandatory 100 hours of education (20 hours of cross-cutting, 50 hours of audit stream papers and 30 hours of social learning and IPDP) will be eligible to take the PESA-P Assessments.

What will PESA-P Assessments look like?

PESA-P Assessments will consist of two computer-marked assessments. The first assessment will cover cross-cutting competencies and the second will cover functional competencies.

The assessments will be based on the learning outcomes. The questions will mainly be scenario or case based to test the SAI auditors' ability to exercise professional judgement and apply their learning.

The pass mark for the assessment will be 65% and candidates will be allowed one resit to be taken within 12 months of completing the education.

The assessment will be proctored/invigilated, and the SAI will need to pay an examination fee. The location of the assessment is to be determined.

PESA-P Certificate of Competence

SAI Auditors who pass both the PESA-P assessments will receive a certificate of competence from IDI.

100 hours of education

PESA-P Assessments

1. cross-cutting competencies

2. functional competencies

PESA-P
Certificate of Competence
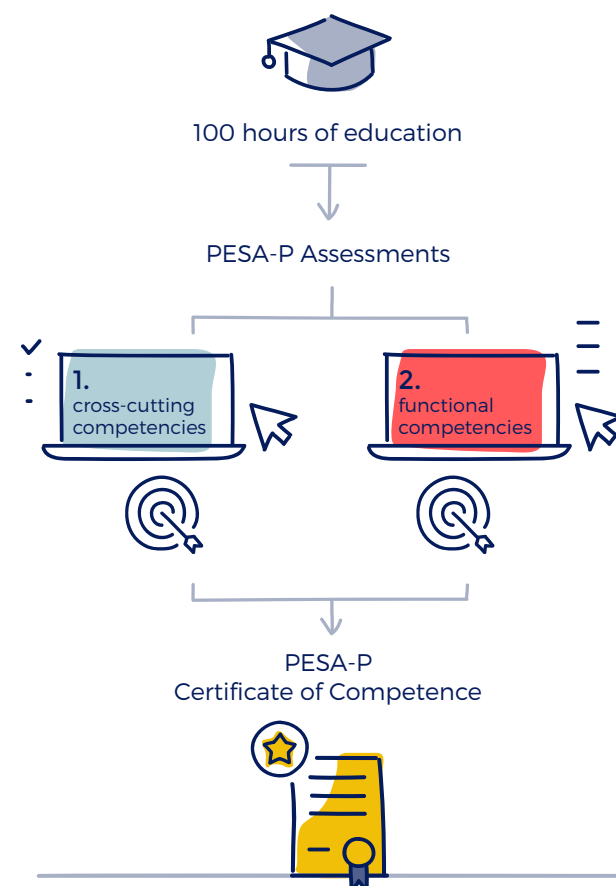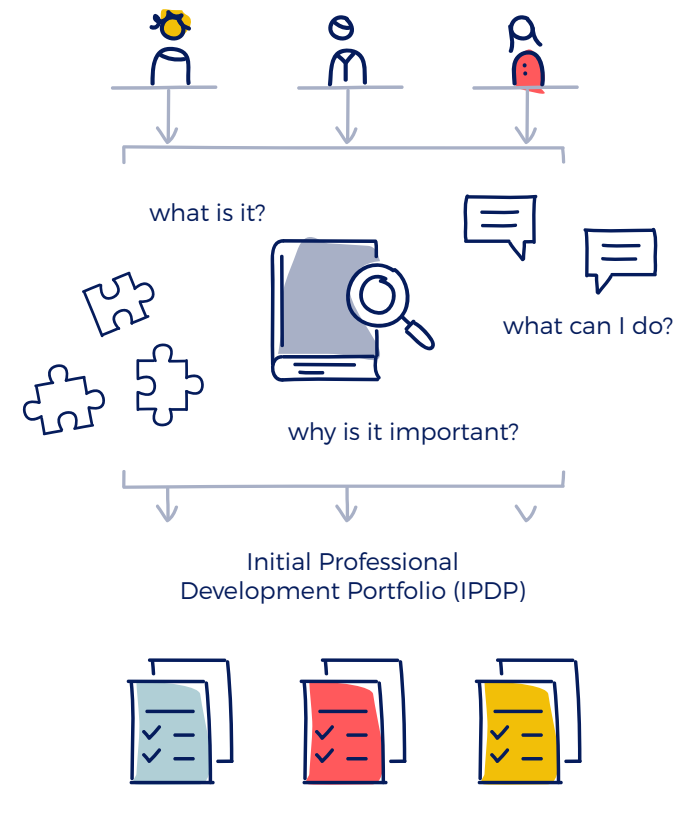
Professional Development

Initital Professional Development Portfolio

Each participating SAI auditor will develop an Initial Professional Development Portfolio (IPDP). Reflecting on education in the local context.

The PESA-P is part of the ISSAI Implementation Initiative, and it is important that the education links to the workplace of the SAI Auditor. We want to develop the capability not just to talk about audit but to do an audit. Professional experience is required to ensure that auditors have the skills required by the SAI as well as the knowledge assessed in the exams.

The IPDP will guide the SAI Auditor through reflections to assist the learner in linking the education to their environment. They will reflect on how the learning applies in the SAI context and the requirements of professional audit practice in the context of the SAI.

These reflections will link to the self-paced learning and to the assessment. There will also be the opportunity for the learner to develop skills in managing professional development and prepare a SAI Auditors Development Plan.
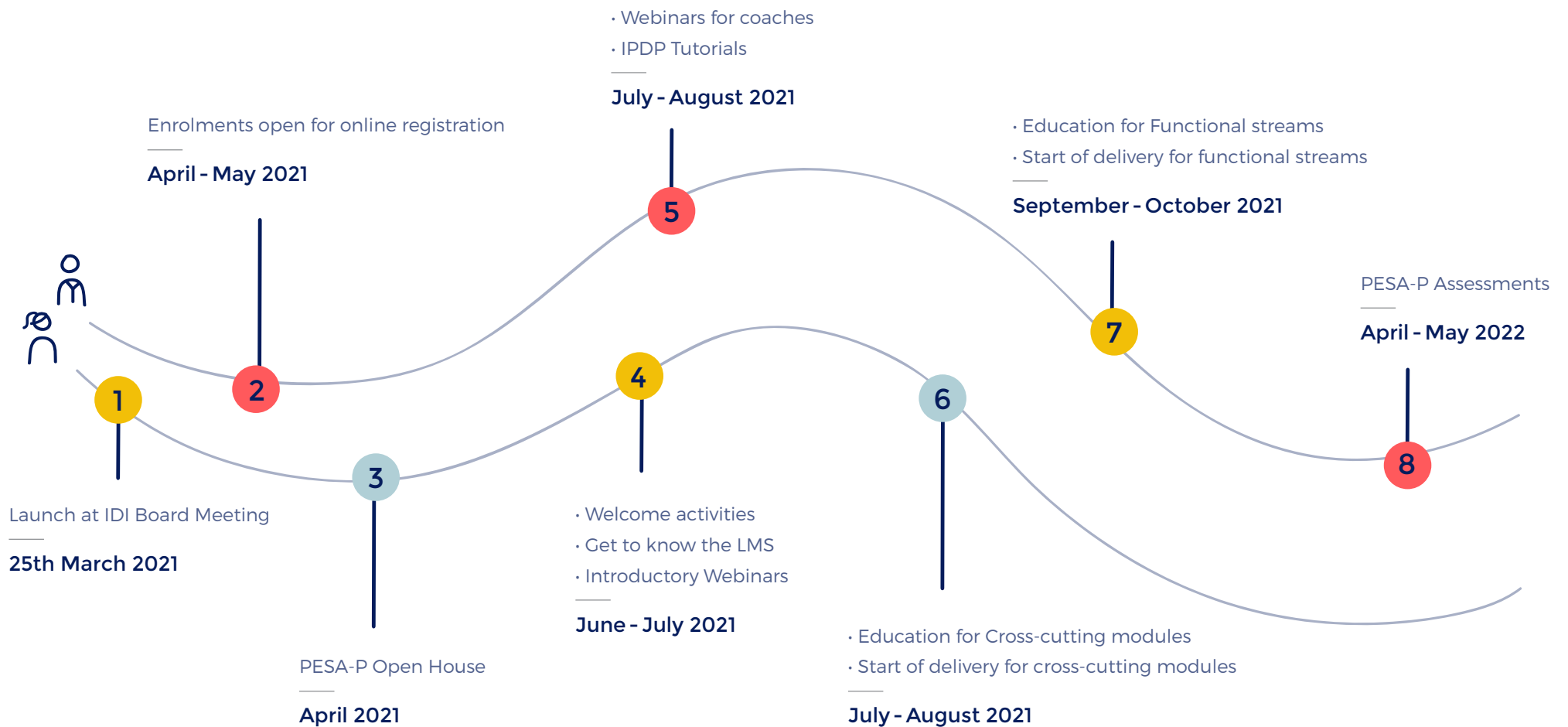
what is it?

what can I do?

why is it important?

Initial Professional
Development Portfolio (IPDP)

Professional Development

Continuing Professional Development

- Continuing Professional Development refers to the process of tracking and documenting the skills, knowledge and experience that individuals gain both formally and informally beyond any initial training. It's a record of what individuals experience, learn and then apply.

- IDI encourages SAIs to put in place a system of continuing professional development of SAI Auditors certified through PESA-P. We also encourage SAI Auditors to proactively manage their professional development by seeking opportunities within their local context and continuing to record, review and reflect on their learning.

- In line with the principle partnership for professionalisation PESA-P SAI Auditors will be encouraged to use the IPDP as a start of their continuing professional development (CPD).

Reflect

Review

Record

Timeline

Enrolments open for online registration

April - May 2021

· Webinars for coaches
· IPDP Tutorials

July - August 2021

· Education for Functional streams
· Start of delivery for functional streams

September - October 2021

PESA-P Assessments

April - May 2022

5

2

1

7

Launch at IDI Board Meeting

25th March 2021

3

4

8

· Welcome activities
· Get to know the LMS
· Introductory Webinars

June - July 2021

6

PESA-P Open House

April 2021

· Education for Cross-cutting modules
· Start of delivery for cross-cutting modules

July - August 2021

Who are the role-players in PESA-P?

There are three main roles in PESA-P.

PESA-P aims to benefit participating SAIs, SAI Auditors participating in PESA-P and SAI Coaches supporting the participating SAI Auditors.

Let's take a look in more detail:

SAI

Responsibilities

Nominate SAI Auditors
• Each SAI can nominate up to 20 SAI Auditors for PESA-P
• The number of nominations in each audit stream (compliance, financial and performance audit) can be determined by the SAI
• Please ensure that nominated SAI Auditors meet the minimum requirements for participation in PESA-P. We are unable to accept nominations that do not meet minimum requirements.

Nominate SAI Coach
Please nominate a SAI coach for each nominated SAI auditor. One SAI coach can look after not more than 3 SAI auditors.

Provide resources for participation
We request that you plan for and provide sufficient time and IT resources for each nominated SAI auditor and SAI coach.

Provide funds for PESA-P Assessment fees
Each SAI is expected to bear the costs of PESA-P assessment fees for the SAI auditors nominated by them. IDI can consider providing support to SAIs which need it the most. Such decisions will be taken on a case-by-case basis on receipt of an application from the SAI.

Provide opportunities for Continuing Professional Development (CPD) and application of learning

Benefits

We see SAIs as key partners in the development of professional SAI auditors. PESA-P can take care of a part of the education that SAIs need to provide for SAI Auditors - the core consistency framework of competence for financial, performance and compliance auditors - and the SAI needs to take care of local context.

As a SAI you'll:

• Gain professionally trained SAI Auditors who can carry out ISSAI compliant audits, support ISSAI implementation in the SAI and act as champions for ISSAI implementation.

• Develop SAI Auditors who are part of an international network of SAI professionals. Such networking can lead to peer-to-peer exchange and support.

• Receive assurance of the education SAI Auditors have gone through via a robust assessment and certification process.

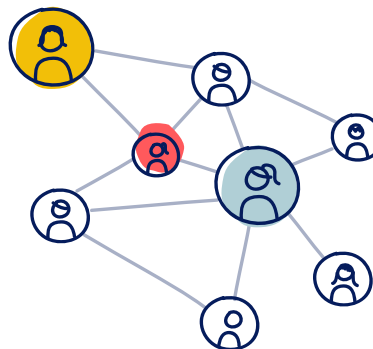# SAI Auditors

Responsibilities

As a SAI Auditor you will:

• Complete a registration form

• Complete 100 hours of education including digitised content, social learning, other resources and an initial professional development portfolio

• Take two competency assessments to demonstrate the competencies that you have gained

• Receive a competency based certificate if you are successful in the assessment

• Have one opportunity to resit the assessment If you are unsuccessful in the first attempt

• Undertake Continuing Professional Development (CPD)

Benefits

If you are a self-starting individual with a passion for professional education, you can apply to participate in this initiative.

As a SAI Auditor participating in PESA-P you will have a unique opportunity to:

• Gain a professional education designed for the SAI context

• Develop knowledge, skills and attributes required by a SAI auditor

• Develop a portfolio of initial professional development and create a structure for continued professional development

• Receive access to high quality learning materials

• Form a network of professionals

• Achieve a competency-based certificate to demonstrate your learning

SAI Coaches

Financial Audit Mentor
Maitha

Responsibilities

SAI Coaches will:

• Help the SAI Auditor in accessing appropriate resources within the SAI

• Coach the SAI Auditor in applying PESA-P education to SAI context

• Provide technical guidance

• Monitor the progress of the SAI Auditor's education

• Discuss the SAI Auditor's IPDP on a regular basis

• Sign off on the completion and quality of IPDP

• Support the SAI Auditor in preparing for the PESA-P Assessments
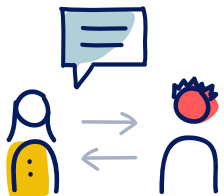
Benefits

SAI Coaches are an important part of the PESA-P education initiative. Playing the role as a conduit between the learning and the SAI environment.

As a SAI coach you will:

• Have the personal satisfaction of contributing to the development of knowledge and skills within your SAI.

• Send a clear message that you are committed to professionalisation and education.

• Have the opportunity to build your professional network by working with people from across the SAI community.

• Gain access to high-quality learning materials developed for PESA-P and participate in special sessions for SAI coaches.

• Develop new skills and apply them as a part of your professional development.

• Receive an IDI certificate to recognise your role as a SAI coach.

What are the learning outcomes of PESA-P?

PESA-P provides education based on a syllabus designed to grow people towards the competencies outlined in INTOSAI's Competency framework for Public Sector Audit Professionals at Supreme Audit Institutions.

PESA-P learning outcomes are mapped to INTOSAI's competency framework. The learning outcomes cover the full range of competencies that are universally needed by SAI auditors. The syllabus includes outcomes related to the demonstration of knowledge, skills and personal attributes. Mapped to performance goals of a professional SAI auditor, achieving these outcomes requires you to reflect on the education and apply it in the SAI context through the initial professional development portfolio.

The Competency Framework provides for competencies that are observable and this is reflected in the learning outcomes which are designed to be measurable, and application-based. The learning outcomes will be assessed in the final competency-based assessment.

Each SAI Auditor participating in PESA-P will study seven papers in all. These include:

- **2 cross-cutting papers** that cover learning outcomes related to reflecting on value and benefits of SAIs and demonstrating professional behaviour in SAI context.

- **5 functional papers** related to the audit stream selected by the SAI auditor. The learning outcomes will include demonstration of deep knowledge and skills to carry out high quality audits in one of the 3 audit streams (Compliance Audit, Financial Audit or Performance Audit).

Click on a section to know more about the learning outcomes.

AND

OR   OR
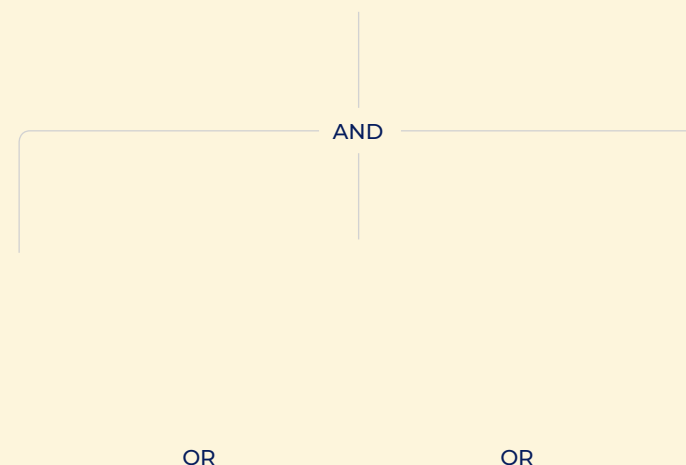
Cross-cutting learning outcomes

Cross-cutting learning outcomes include reflecting on value and benefits of SAIs and demonstrating professional behaviour in SAI context. These learning outcomes are relevant for all SAI auditors across the three audit streams as they form the essence of any public sector audit professional in a SAI.

CROSS-CUTTING PAPER 1

Provide value and benefits for all

By studying this paper the SAI Auditor will achieve the following learning outcomes:

- **Explain** why SAIs matter, **trace the value** chain of SAI capacity, SAI outputs and SAI outcomes through which SAIs contribute to value and benefits for all, and **identify SAI auditors' actions** that contribute to the SAI's delivery of value and benefits for all
- Reflect on the **use of ISSAIs in securing high-quality audit**. Examine the **fundamental principles of public sector auditing** and **identify SAI auditors actions** for ensuring the delivery of high-quality audits
- **Select tools and techniques** for conducting high quality audits and determine ways in which the SAI can stay relevant

CROSS-CUTTING PAPER 2

Behave professionally

By studying this paper the SAI Auditor will achieve the following learning outcomes:

- Reflections on **ethical behaviour** and professional skills required to deliver effective SAI audits including **'Leave No One Behind'**
- Enhanced **skills** in areas such communication, stakeholder management, emotional intelligence
- Strengthened ability to exercise **professional judgement**, act with **courage** and **resilience** and continuously strive for **excellence**.

Compliance Audit learning outcomes

Compliance Audit Mentor
Tara

Compliance audit learning outcomes start with reflections on the value and benefits of compliance audit. Through the five papers, the SAI Auditor is expected to develop knowledge and skills related to, the principles of compliance audit and the process of conducting a high quality compliance audit as per ISSAIs.

COMPLIANCE AUDIT PAPER 1

Introduction, concepts, and principles of compliance audit

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Describe** compliance audit and the **value and benefits** of compliance audit
- **Identify** the **elements** of compliance audit. **Describe** subject matter, authorities and criteria, and the **three parties** of compliance audit; **Explain** the assurance in compliance audit
- **Explain** the concept of assurance in compliance audit
- **Describe** the general **principles** of compliance audit and the **principles** related to compliance **audit process**

COMPLIANCE AUDIT PAPER 2

Topic selection and pre-engagement considerations

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Describe** the **compliance framework** in public sector entities
- **Formulate** SAI level annual work plan for compliance audit, **identify** documentation and **quality control** requirements in compliance audit and **describe communication** in compliance audit
- **Identify** the **ethical** requirements in compliance audit

Compliance Audit learning outcomes

Compliance Audit Mentor
Tara

COMPLIANCE AUDIT PAPER 3

Engagement level compliance audit planning

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Outline** the compliance audit planning process
- **Determine** subject matter, audit scope and **describe** the **subject matter** operations, **identify** authorities and **criteria** of a compliance audit
- **Describe** internal control system, **compare** aspects of **internal control** frameworks, and **evaluate** the internal control system of the entity
- **Identify** inherent risk, control risk, and fraud risk and **assess** the identified **risks** and **calculate materiality** at planning stage
- **Design** audit procedures and **manage** risks in compliance audit, **prepare** audit plan for compliance audit, and **perform quality review** at planning phase

COMPLIANCE AUDIT PAPER 4

Gathering and evaluating audit evidence

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Select** sample for a compliance audit in SAI context
- **Gather** sufficient and appropriate evidence, **identify** the **methods of gathering audit evidence**, **outline** the process of documenting audit evidence
- **Document** the results of an observation and physical verification, **outline** the **steps in using observation** and physical verification
- **Document** audit **findings and overall conclusions based on evaluation of evidence**

COMPLIANCE AUDIT PAPER 5

Reporting and follow up

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Describe** the principles of compliance audit reporting, and the elements of a report for two types of compliance audit engagement
- **Formulate** conclusions, opinions and recommendations for direct reporting and attestation engagement
- **Determine** the **key considerations and key stakeholders** in communicating the report and perform **quality review** of the audit report
- **Quality review the audit report**
- **Determine** key considerations in **communicating** the report and they **key stakeholders** that the report should reach
- **Describe** the **impact framework** for compliance audit

Financial Audit learning outcomes

Financial audit learning outcomes start with reflections on the value and benefits of financial audit. Through the five papers, the SAI Auditor is expected to develop knowledge and skills related to, the principles of financial audit and the process of conducting a high quality financial audit as per ISSAIs.

FINANCIAL AUDIT PAPER 1

Introduction, concepts, and principles of financial audit

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Describe** the nature, purpose and objectives of financial audit in the public sector context.
- Describe how financial audits **contribute value and benefits to citizens**.
- **Identify** elements of financial auditing such as **three parties, suitable criteria, subject matter and subject matter information** in financial auditing
- **Describe** the principles related to basic concepts and audit process in financial auditing in the public sector environment
- **Determine** with whom to communicate in an entity, **explain** the matters that need to be communicated, and **outline** the communication process to be followed in an audit

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FINANCIAL AUDIT PAPER 2

Pre-engagement

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Describe** the pre-engagement activities for financial audit carried out by SAIs.
- **Determine** whether the Financial Reporting Framework used for preparation of financial statements is acceptable and **assess** management's understanding of its responsibilities in an audit of financial statements
- **Select** an audit engagement team having appropriate competencies for the given audit engagement
- **Describe** the ethical declaration required for auditors at the pre-engagement phase of an audit and **assess** ethical threats and **suggest** safeguards for the given audit engagement
- **Create** an audit engagement letter for a financial audit

Financial Audit learning outcomes

FINANCIAL AUDIT PAPER 3

Planning and risk assessment

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Describe** the planning and risk assessment activities and process
- **Describe** the process of understanding the entity and its environment including its internal control system and **perform** analytical procedures in **planning the audit**
- **Determine** materiality and performance materiality for financial statement as a whole and for classes of transactions, account balances or disclosures
- **Identify** procedures for assessing the risk of material misstatements, **identify** the financial statement assertions and their role in the audit process, and **identify and assess** the risks of material misstatements at the financial statement level and the assertions level
- **Identify** control activities that are relevant to risks of material misstatements and **evaluate** design and implementation of those control activities.
- **Identify** responses to assessed risks of material misstatements at the **financial statement level** and **design** responses to assessed risks of material misstatements at the **assertion level (tests of controls and substantive audit procedures)**

FINANCIAL AUDIT PAPER 4

Conduct a financial audit

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Outline** the process for **conducting phase** of the audit
- **Perform** risk response actions at the **financial statement level**
- **Perform** risk response at the **assertion level** – **tests of controls and substantive audit procedures** by selecting appropriate samples and document conclusions of procedures being performed. **Apply** different **sampling techniques** to select samples
- **Identify** common challenges in performing tests of controls and substantive audit procedures
- **Evaluate** whether **sufficient appropriate** audit evidence have been obtained

FINANCIAL AUDIT PAPER 5

Completion, reporting and follow-up in financial audit

By studying this paper, the SAI Auditor will achieve the following learning outcomes:

- **Outline** the process of completion, reporting and follow up phases of the financial audit
- **Evaluate** the effect of uncorrected misstatements in the financial statements and their impact on auditor's opinion
- **Perform** overall review of audit engagement to ensure the quality of audit.
- **Outline** the audit reporting process, **describe** basic elements of auditor's report, **define** different types of audit opinion, **compare** modification to auditor's report, and **formulate** key audit matters, emphasis of matter and other matter paragraphs in auditor's report
- **Create** an audit file by assembling audit working papers and other supporting documents
- **Outline** the timing and process of following up on previous and past audit reports

Performance Audit learning outcomes

Performance Audit Mentor
Zhang Wei

Performance audit learning outcomes start with reflections on the value and benefits of performance audit. Through the five papers, the SAI Auditor is expected to develop knowledge and skills related to, the principles of performance audit and the process of conducting a high quality performance audit as per ISSAIs.

PERFORMANCE PAPER 1

Performance audit: concepts, principles and process

By studying this paper the SAI Auditor will achieve the following learning outcomes:

- **Identify** the concepts of economy, efficiency and effectiveness, **outline** the general principles of performance auditing, including SAI and auditor´s responsibilities related to them, **outline** the performance audit process, **identify** its challenges, and identify ways in which performance audits contribute to SAI outputs, outcomes and impact

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PERFORMANCE PAPER 2

Performance audit: tools and techniques

By studying this paper the SAI Auditor will achieve the following learning outcomes:

- **Map** tools and techniques to the performance audit process and **select** a set for a performance auditor´s toolkit
- **Conduct** stakeholder, SWOT, RACI and risk analysis.
- **Select** a sample for PA
- **Analyse** and document information from interviews and observations.
- **Select** appropriate survey and focus groups questions
- **Use** root cause analysis techniques
- **Apply** content analysis, descriptive statistics, regression, trend analysis and correlation in performance audit

Performance Audit learning outcomes

PERFORMANCE PAPER 3

Performance audit planning

By studying this paper the SAI Auditor will achieve the following learning outcomes:

- **Identify** cross-cutting considerations (materiality, documentation, communication) in planning a performance audit
- **Identify** the key decisions to be taken in developing a strategic audit portfolio for PA and **determine** criteria and appropriate data collection methods for audit topic selection
- **Determine** audit approach and criteria, **decide** on audit scope, **develop** audit objectives and questions
- **Formulate** strategy to manage audit risks
- **Document** an audit plan and **identify** challenges and drivers for planning performance audits

PERFORMANCE PAPER 4

Conducting a performance audit

By studying this paper the SAI Auditor will achieve the following learning outcomes:

- **Identify** cross-cutting considerations (materiality, documentation, communication) in conducting a performance audit
- **Determine** sufficiency and appropriateness of audit evidence
- **Document** audit findings, **develop** conclusions and **formulate** recommendations
- **Identify** challenges and drivers for conducting performance audits

PERFORMANCE PAPER 5

Performance audit report and follow-up for impact

By studying this paper the SAI Auditor will achieve the following learning outcomes:

- **Identify** cross-cutting considerations (materiality, documentation, communication) in reporting and following up on a performance audit
- **Identify** the attributes of a PA report, **write** key messages, **analyse** parts of a report and **outline** the communication process to convey audit results
- **Identify** the strategies for follow-up and facilitate audit impact
- **Identify** challenges and drivers for reporting and following up on performance audits

How can we help?

"I hope we have answered many of your questions.
However, if you have more questions please write to us at **pesa-p@idi.no**."

WRITE EMAIL

Please visit our website for any updates

Requirements

Nomination criteria

For SAI Auditors

NOMINATION CRITERIA	DESCRIPTION
Audit Experience	The nominee must belong to the audit practice for which he/she is nominated. E.g. if the SAI Auditor is nominated for participation in financial audit, he/she must be a financial audit practitioner in the SAI.
Language Skills	The nominee must be able to converse and write effectively in English.
Age	The nominee should have at least 10 years until retirement. Ability to implement this on the ground and add value to the SAI for a longer period.
IT Skills	The nominee must have a good working knowledge of computers and be able to use the Internet and Microsoft office products like Word, PowerPoint and Excel.
Gender balance	To the extent possible the SAI should have a gender-equal nomination for both participants and coaches. We encourage SAIs to nominate women.

For SAI Coaches

NOMINATION CRITERIA	DESCRIPTION
Audit Experience	An auditor with technical experience of the CA, PA or FA.
Language Skills	The coach must be able to converse and write effectively in English.
IT Skills	The coach must have a good working knowledge of computers and be able to use the Internet and Microsoft office products.
Able to support	In a position to support by providing technical guidance and getting the resources required.
Gender balance	To the extent possible the SAI should have a gender-equal nomination for both participants and coaches. We encourage SAIs to nominate women.

Software and hardware requirements

CATEGORY	RECOMMENDED
Platform / Operating System	Windows 10, Android 10 and above
Hardware	Any Laptop / Desktop / Tablet which have latest Google Chrome or Firefox browser. Audio and video capabilities. Microphone and camera for webinars.
Software	N/A
Browser	Google Chrome or Firefox. Note that JavaScript, cookies and Pop-ups must be enabled
Internet	2 MB Minimum