



CPD CHANNEL



2025 Program with over 130 CPD events



ciba CPD CHANNEL



Channel 0: Foundation Phase

Channel 1: Compliance

Channel 2: Growth

Channel 3: Specialisation



Professionals in the Finance Department earn their stripes through intense learning, obtaining knowledge through qualifications or extensive experience. This is tough. But in the life of a professional, it doesn't stop there. Change is constant—whether it's technology, shifting regulations, evolving client expectations, or new demands from employers.

The professional accountant knows this and embraces the path of lifelong learning.

Aligned with modern-day demands, CIBA CPD Channel is here to cover all your learning needs. CPD is not just about being compliant — it's about unlocking your potential and setting yourself up for long-term success. CIBA's four channels is your opportunity to stay sharp, stay relevant, and keep adding to those stripes you've earned.

Let's make 2025 your best year yet.

Warm regards,
Nicolene Steenkamp
Head of Education
Chartered Institute for Business Accountants NPC (CIBA)



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Why CPD?

Compliance



Competence



Knowledge



Advancement



Credibility



Relevance



UNDERSTANDING THE CPD CHANNELS

Channel 0: Foundation Phase

This channel is designed specifically for CIBA members. These are individuals who may not have formal accounting qualifications but need foundational knowledge to manage their business or sector more effectively. For example, a farmer running their own books or a lawyer managing the finances of their firm. The channel will include basic accounting CPD and sector-specific content and guides, covering key accounting principles, basic financial management, and relevant legislation across industries such as agriculture, legal, and non-profits.

Over 15 CPD events included in CIBA member fee

Channel 1: Compliance

This channel covers the essential updates including updates on standards, acts, and laws. It ensures that members are up-to-date with all regulatory changes for the year. It also includes Technical support by CIBA's Technical Department.



Free for CIBA Designation holders
100% subsidised by CIBA
Over 50 CPD events
Plus Technical support

Channel 2: Growth

This channel goes beyond compliance, focusing on in-depth training and development. It offers more detailed, hands-on training to help members truly understand and apply various accounting principles and practices in their work, as well as how to expand their service offerings as an accountant in practice. Members can purchase this channel separately to enhance their knowledge and skills further.



Plus Package
70% subsidised by CIBA for designation holders:
Over 80 CPD events
Plus Technical support

Opt in at only
R1,360 VAT inclusive
per year

Channel 3: Specialisation (Licenses)

This channel offers specialised short courses for members who want to expand their practice or provide statutory-regulated services. These courses will typically be around six weeks long and will enable members to gain additional licenses for performing specialised tasks like independent reviews or tax advisory work. This channel is ideal for members in practice who have already invested in the CPD Growth channel and wish to advance into more niche areas of accounting.



Key topics covered:

- **Independent Review Engagements**
- **Specialised Tax Advisory**
- **Regulatory compliance in niche areas**
- **Licensing for statutory-regulated services**

BAP(SA) designation holders opting in for the Plus Package receives free access to earn the Independent Review and Tax Practitioner License

WHATS INCLUDED IN CHANNEL 0

FOUNDATION PHASE

> 15 CPD Events and Guides

	Dates
• Basic Financial Statements	Feb 2025
• Introduction to VAT	Oct 2025
• Record-Keeping Essentials	Guide
• Income Tax Basics for Small Business	May 2025
• Cash vs Accrual Accounting	Guide
• Budgeting and Forecasting	Apr 2025
• Managing Cash Flow	Jun 2025
• Introduction to Payroll and PAYE	May 2025
• Tax Considerations for Farmers	Nov 2025
• Non-Profit Organisation (NPO) Financial Management	Jan 2025
• and more	

How to Access

Channel 0 Foundation Phase is included in your CIBA **membership fee**

Channel 1 Compliance is included in your CIBA **designation fee**

Channel 2 Growth can be selected as an opt-in option

On your CIBA membership invoice select Channel 2 Growth and upgrade to **CIBA membership plus**

OPT IN

at **only R 1,360.00** per year, VAT inclusive (A discount of 70%).

ciba

custodians of the
Finance Department.

Accountants are crucial for
any business.

The world does not have
enough qualified and
certified accountants. This is
holding the economy back
and this is where the
Chartered Institute for
Business Accountants NPC
(CIBA) steps in. CIBA loves
accountants and gives them
recognition for their
achievements.

CIBA offers designations for
each stage of your finance
career, whether you work in-
commerce, or in-practice.



WHATS INCLUDED IN CHANNEL 1

COMPLIANCE

10 Events - Tax Happy Hour

Presented every second last **Wednesday** of the month from **16:00-17:00**, same golden standard as before, by none other than Johan Heydendrych. By now, members know: 'When Johan speaks, tax magic happens!'

10 Events - Compliance Updates

Presented once a month on **Thursdays** from **15:00-17:00** by CIBA's expert Technical Manager, Eszter Rapanos, this session delivers essential technical updates. It ensures members stay informed on regulatory updates, laws and standards and ahead of legislative shifts and upcoming changes. Equipping members to consistently deliver value to their clients and employers.

10 Events - Webinars with Regulators or Key Stakeholders

In 2025, webinars featuring various regulators will be hosted throughout the year. These events are **not listed on the calendar** and will be announced as they are confirmed. Sessions will include engagements with the South African Revenue Service (SARS), Companies and Intellectual Property Commission (CIPC), Unemployment Insurance Fund (UIF), Compensation Commission (WCA), National Lotteries Commission (NLC), Financial Intelligence Centre (FIC), and more.

20 Events - Unique CPD at a Practitioner Level

- Fundamentals of Professional Ethics, Jan 2025
- Business Plan, Jan 2025
- Conceptual Framework, Feb 2025
- Going Concern and Subsequent Events, Feb 2025
- IFRS for SME Annual Financial Statements, Feb 2025
- Agreed Upon Procedures, Mar 2025
- Basic Principles of Compilation of Annual Financial Statements, Mar 2025
- Analytical procedures, Apr 2025
- Budgeting and Forecasting, Apr 2025
- Business rescue legislation, procedures, and processes, Apr 2025
- ISQM 1 for practitioners, Apr 2025
- Introduction to Business Valuations and Due Diligence, May 2025
- Business Rescue Practitioner Summary, May 2025
- Client Management for Practitioners, Jun 2025
- Client Re-Evaluation and Engagement Letters (All services), Jul 2025
- Client Take On & Pre Engagement: Independent Review, Jul 2025
- Planning & Analytical Review in the Independent Review, Jul 2025
- FIC Registration and Requirements, Aug 2025
- Financial Planning and Analysis (FP&A): Ability to forecast, budget, and plan strategically, Oct 2025
- Fraud Prevention and Ethical Practices, Oct 2025

included

Technical Support from CIBA's expert Technical Team

50 CPD - Minimum Events included in Compliance Channel plus Support

TAX HAPPY HOUR



Tax has never been this much fun!

Second last Wednesday of the month

16:00-17:00

Live online Event



Presenter:

Johan Heydenrych
Tax Director, Kreston SA

CIBA's Tax Happy Hour, where we mix tax talk with a relaxed, enjoyable atmosphere. Bring your favorite drink, unwind, and dive into the latest tax updates with fellow professionals under the expert guidance of Johan Heydenrych, known for his fun way of presenting.

It's the perfect way to stay informed while enjoying a casual tax session. Whether you have burning tax questions or just want to sip and listen, this is your chance to network, learn, and unwind — all in the same hour.

Topics planned for 2025 (Subject to change):

- Taxation for NPO and PBO, Jan 2025
- Vat Update, Mar 2025
- Income Tax for Beginners, Apr 2025
- Payroll Taxes, May 2025
- Tax for Independent Contractors and Commission Earners, Jun 2025
- Capital Gains Tax (CGT), Jul 2025
- Explanation of Assessed Loss Balances: Limitations for Companies and Individuals, Aug 2025
- Tax Planning and Tax Avoidance, Sep 2025
- Introduction to Vat Introduction, Oct 2025
- Taxation for Agriculture and Biological Assets, Nov 2025

SARS Tax Practitioners

Being a licensed SARS Tax Practitioner means that an individual is registered with the South African Revenue Service (SARS) and authorised to provide tax-related services to the public. This requires the practitioner to be a member of a Recognised Controlling Body (RCB) which ensures that they meet the necessary qualifications, ethical standards, and compliance requirements.

CIBA is a Recognised Controlling Body (RCB) and license Tax Practitioners on SARS behalf. This grants practitioners credibility and the legal right to represent clients in dealing with SARS.

In addition CIBA oversees and supports Tax Practitioners, with valuable resources, Regulator Representation, Technical Support, enabling Tax Practitioners to offer quality and compliant tax services to their clients. Members can apply from within their membership profile or read more [here](#).

WHATS INCLUDED IN CHANNEL 2

GROWTH

Here's where the magic happens...



The Growth Channel is designed to help you grow in your career and your practice. It offers the tools, knowledge, and insights to expand your service lines, enhance your existing skills, and improve your overall service offerings. It's all about equipping you to take the next step and thrive in your professional journey.

The Growth Channel includes

- all benefits of the Compliance Channel

Plus

- > 80 Additional CPD events
- For BAP(SA)s: The fees to obtain your Tax Practitioner and Independent Review Licenses (subject to meeting admission requirements)

The Growth Channel CPD events are listed in the detailed program.

Compliance Channel events are marked with a turquoise circle, while the rest of the CPD relates to the Growth Channel.

Alternatively, on the calendar, Growth Channel events are shown in black, and Compliance Channel CPD events are highlighted in turquoise.

CPD CATEGORIES

Here's what you can dive into:

1. **Accounting** – Strengthen your core knowledge with the latest updates and practical insights in accounting practices.
2. **Financial Reporting** – Stay ahead with best practices and standards in financial reporting to ensure accuracy and compliance.
3. **Financial Management** – Master the skills needed to manage finances effectively and drive success in your career or practice.
4. **Ethics** – Build a solid foundation of ethical practices that are essential in today's professional landscape.
5. **Taxation** – Keep up to date with the latest tax regulations and insights to help you and your clients navigate complex tax issues.
6. **Emotional Wellbeing** – Your well-being matters! Learn how to maintain emotional balance and resilience in your professional life.
7. **Digital & IT** – Stay in the know with emerging digital trends, cybersecurity, and IT solutions that are transforming the finance world.
8. **Independent Review** – Dive into the essentials of independent reviews and how to apply them effectively in your practice.
9. **Business Rescue** – Learn the ins and outs of business rescue, from assessing viability to managing restructuring processes.

These categories are designed to equip you with everything you need to grow, thrive, and stay compliant in your finance journey. Let's keep learning and pushing boundaries together.

HIGHLIGHTS FOR 2025

CPD CHANNEL

Over 130 CPD topics, carefully split between our Compliance and Growth Channels. Here are a few of the highlights for 2025:

- **Tax Update and VAT Update** – Stay on top of the latest changes in tax laws and VAT regulations.
- **Immigration Taxation** – Learn about the complexities of taxation for expatriates and cross-border workers.
- **IFRS for SMEs Updates** – Keep up with the latest updates and changes in financial reporting standards.
- **Independent Review** – Essential training to enhance your review skills and knowledge.
- **Data Analytics** – Dive into the world of data-driven decision-making for finance professionals.
- **Bookkeeping Introduction** – Perfect for those looking to strengthen their foundational skills.
- **Drafting of Annual Financial Statements (AFS)** – Master the process of creating compliant and accurate financial statements.
- **Ethical Decision-Making** – Strengthen your ethical compass with practical strategies for making the right choices.
- **Budgeting and Forecasting** – Learn how to create reliable budgets and forecasts that support business growth.
- **Business Plan** – Understand the essential components of drafting a winning business plan.
- **Capital Gains Tax (CGT)** – Gain clarity on the ins and outs of CGT for both personal and business transactions.
- **Going Concern and Subsequent Events** – Stay informed on critical considerations for financial statement preparation.
- **Introduction to Business Valuations and Due Diligence** – Learn the fundamentals of business valuations and conducting thorough due diligence.
- **Payroll Taxes** – A comprehensive look at payroll tax compliance and management.

CPD CHANNEL AUDIENCE

In today's competitive world, professionals need to show their expertise and keep up with the latest trends. Our CPD sessions give accountants and business owners the tools to grow your skills, learn new things, and become even more effective in your role.

If the Finance Department plays a role in your day, then the CIBA CPD channel is for you and other accountants, including:

- **Bookkeepers** looking to build on their skills
- **Accounting Technicians** staying up to date
- **Accountants in Practice** ready to level up their careers
- **Independent Reviewers** seeking fresh insights
- **Business Rescue Practitioners** handling complex challenges
- **Immigrant Services** professionals staying compliant
- **Tax Practitioners** mastering the latest rules
- **Financial Managers** improving team or client performance
- **Chief Financial Officers** leading with confidence

HERE'S HOW IT WORKS

- Our CPD sessions are clearly **categorised** to make it easy for you to find exactly what you need, whether it's Accounting, Tax, Ethics, Leadership, or any of our other exciting categories.
- All our CPD sessions are offered as **online webinars with live presenters**, allowing you to join live, ask questions, and engage in real time with the experts. In certain instances webinars might be pre-recorded.
- If you can't make the live session, don't worry. You'll receive **access to the recording**, which you can watch at any time that suits your schedule.
- Each CPD session is designed to be practical, ranging between **1 to 2 hours**, ensuring you gain valuable, actionable insights that can be applied directly to growing your practice or advancing your finance career.
- Registration for all CPD sessions is quick and easy through the CIBA Academy, with clear deadlines and simple enrolment processes.

IMPORTANT NOTICE

Access to the CPD Channels will be granted from within your CIBA Membership profile from

1 December 2024

When CIBA members complete events through their membership profile, their membership compliance will be automatically updated.

CIBA is ditching the CPD admin of uploading CPD. Time saved, hassle gone.



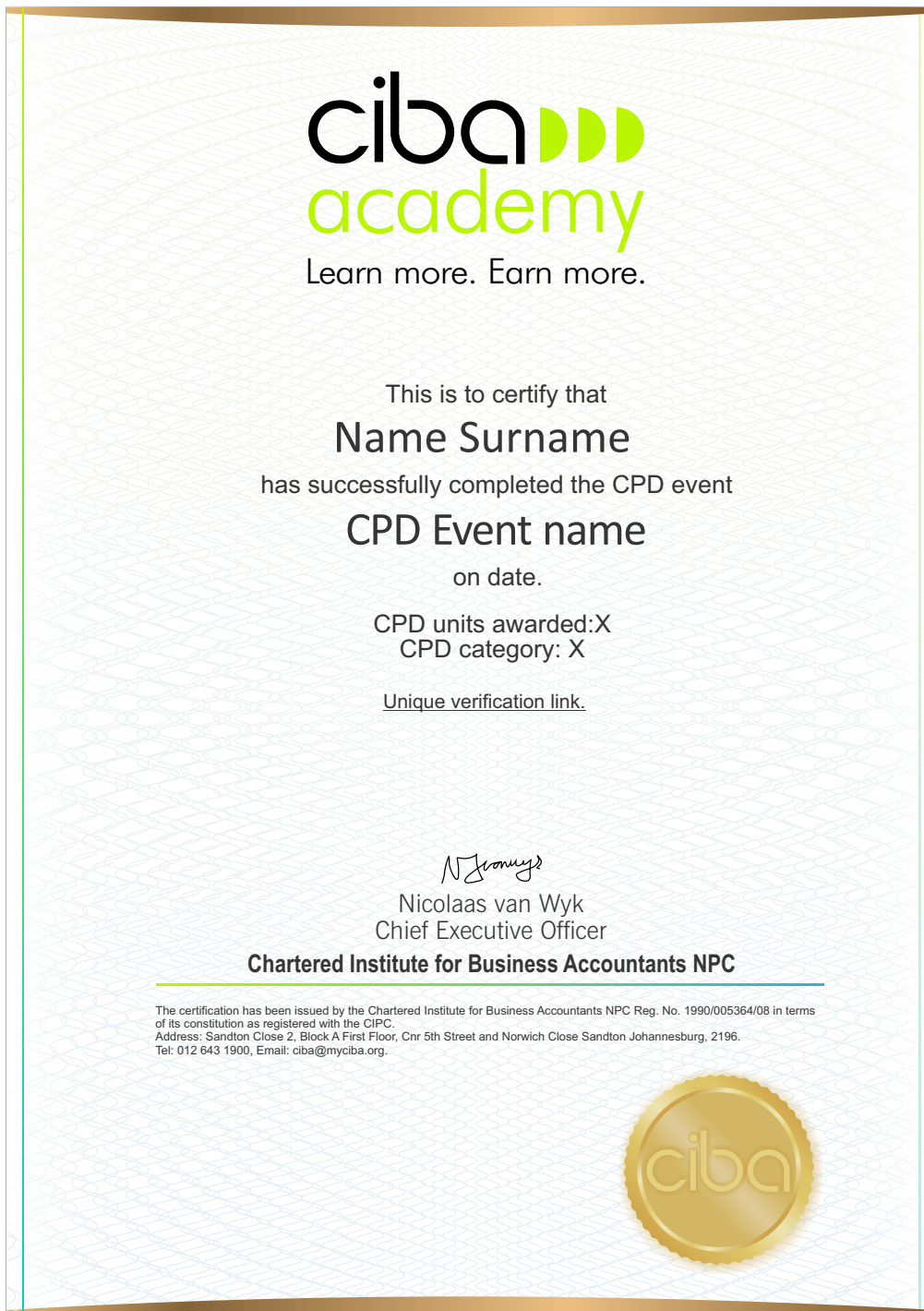
Non-CIBA members will gain access at normal pricing. CIBA subsidies will not apply for non members.

**Non-member pricing
CPD Channel
R 4,975.00 including VAT
130 CPD Events**

WHAT TO EXPECT AT AN EVENT

A typical CIBA CPD event includes:

- Presentation slides
- 1-2 hour session - live or pre-recorded
- Assessment – pass rate required within 3 attempts
- Q&A during the live session or via email at technical@myciba.org
- Certificate automatically issued upon successful completion of the assessment
- From 1 Dec 2024, CPD will be automatically uploaded to your profile on CIBA's Compliance System.



A FRESH PERSPECTIVE



Engaging Real-Time Learning: Participate in expert-led CPD events with live Q&As and interactive discussions for a hands-on learning experience.



Global Reach: Join a community of over 10,000 members and 30,000 professionals worldwide for impactful professional growth.



Game-Changing Development: CIBA's CPD Channel revolutionises learning with affordable, accessible, and practical sessions tailored to accounting professionals.



Stay Ahead: CIBA's involvement with key institutions like SARS and CIPC ensures members are always up-to-date with industry trends and regulations.



Relevant Education: In-house CPD by SAQA registered Professional Body ensures training is tailored to required competencies and real-world challenges accountants face.



Compliance & Growth Channels: CPD supports both compliance and growth, offering niche topics to refresh skills and stay competitive.



Unmatched Support: CIBA's dedicated technical team ensures smooth and effective CPD events, supported by member services.



Flexible Learning: Access recorded CPD at your own pace from anywhere, fitting learning into your busy schedule seamlessly and at a convenient time for you.



Elevate Your Career: Earn accredited CPD points to boost your skills and professional credibility, presented by top industry experts — saving you the cost of expensive consulting fees.



Innovative Topics: Explore emerging trends like AI, sustainability, and regulatory updates to keep your career future-proof.



Practical Skills: Gain hands-on knowledge you can apply immediately through interactive and engaging CPD sessions, practical guides and convenient checklists.



Bottom Line Benefits: Every CPD event highlights Bottom Line Benefits, showing how the knowledge gained can directly impact revenue growth for your practice

CPD PROGRAM 2025 PER CATEGORY

CPD Compliance Channel

	Presenter	Month	Developed for Designations and Certifications	Financial Reporting	Management Accounting	Accounting	Ethics	Tax	Practice Management	Independent Review	Business Rescue	Technology	Mental Health	Steward	Operator	Catalyst	Strategist
1	Accounting for Leases	Faith Ngwenya	Jan	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)			✓										
2	Accounts Payable Management	Leana van der Merwe	Aug	CBK,CFAdmin			✓										
3	Accounts Receivable Management	Leana van der Merwe	Jun	CBK, CFAdmin			✓										
4	Activity-Based Costing (ABC)	Michelle de Lange	Dec	BA(SA), BAP(SA), CBA(SA)		✓											
5	Adaptability: Quickly adapting to new challenges and changing environments	Leana van der Merwe	Jan	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓				✓			✓	
6	Advanced Bookkeeping Techniques	Faith Ngwenya	Feb	CBK,CFAdmin,BA,BAP,CBA	✓												
7	Advanced Ethical Decision Making	Leana van der Merwe	Feb	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)				✓						✓			
8	Agreed Upon Procedures	Leana van der Merwe	Mar	BA(SA), BAP(SA), CBA(SA)	✓												
9	Analytical procedures	Leana van der Merwe	Apr	CBK, CFAdmin, BA(SA), BAP(SA)	✓												
10	Annual Financial Statements for Bookkeepers Bank and Petty Cash Reconciliation for	Leana van der Merwe	May	CBK, CFAAdmin, BA(SA), BAP(SA)	✓												
11	Basic Bookkeepers	Leana van der Merwe	Jun	CBK,CFAdmin			✓										
12	Basic Conditions of Employment - Human Resources Labour Law Webinar	Saleem Kharwa	Feb	CFAdmin, BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA))					✓							✓	
13	Basic Principles of Compilation of AFS	Faith Ngwenya	Mar	CBK,CFAdmin,BA	✓												
14	Basic Vat Introduction	Johan Heydenrych	Oct	CBK,CFAdmin,BA				✓									
15	Body Corporates, STMA and Accounting	Leana van der Merwe	Jul	CFAdmin,BA(SA), BAP(SA)													
16	Budgeting and Forecasting	Faith Ngwenya	Apr	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓										✓		
17	Business Plan	Leana van der Merwe	Aug	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)													✓
18	Business Rescue legislation, procedures, and processes	TBC	Apr	BA(SA), BAP(SA), CBA(SA)													
19	Business Rescue Practitioner Summary	TBC	May	BA(SA), BAP(SA), CBA(SA)						✓							
20	Capital Budgeting and Investment Appraisal	Michelle de Lange	Jun	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓										✓		
21	Capital Gains Tax (CGT)	Johan Heydenrych	Jul	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
22	Cash and Bank Transactions	Leana van der Merwe	Jul	CBK,CFAdmin			✓										
23	Change Management: Leading and managing organisational change effectively.	Leana van der Merwe	Sep	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓							✓	
24	Changes in Accounting estimates	Faith Ngwenya	May	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)			✓								✓		
25	CIPC Updates	CIPC	Aug	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)					✓								
26	CIPC Updates	CIPC	May	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)					✓								
27	Client Management for Practitioners	Faith Ngwenya	Jun	BA(SA), BAP(SA)					✓								
28	Client Re-Evaluation and Engagement Letters (All services)	Faith Ngwenya	Jul	CFAdmin, BA(SA), BAP(SA)					✓								
29	Client Take On & Pre Engagement IR	Leana van der Merwe	Jul	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)					✓								
30	Communication Skills: Communicating financial information clearly to non-financial stakeholders.	Leana van der Merwe	Nov	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓												

CPD PROGRAM 2025 PER CATEGORY

CPD Compliance Channel

	Presenter	Month	Developed for Designations and Certifications	Financial Reporting	Management Accounting	Accounting	Ethics	Tax	Practice Management	Independent Review	Business Rescue	Technology	Mental Health	Steward	Operator	Catalyst	Strategist
31	Compliance and AFS for Non-Profit Organisations	Leana van der Merwe	Jan	BA(SA), BAP(SA), CBA(SA)	✓												
32	Conceptual Framework	Leana van der Merwe	Feb	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
33	Constructing a financial model for businesses in rescue	TBC	Aug	BA(SA), BAP(SA)						✓							
34	Growth Bookkeeping Skills	Faith Ngwenya	Aug	CBK, CFAdmin, BA(SA), BAP(SA)		✓											
35	Corporate Governance and Ethics	Leana van der Merwe	Mar	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)				✓									✓
36	Corporate Governance for companies	Faith Ngwenya	Sep	CFAdmin, BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓												✓
37	Cost Classification and Allocation	Michelle de Lange	Sep	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
38	Cost-Volume-Profit (CVP) Analysis	Michelle de Lange	Oct	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)		✓											
39	Creating and Maintaining a LinkedIn profile	Leana van der Merwe	Des	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)					✓								
40	Cybersecurity: Ensuring the protection of financial data and systems.	TBC	Nov	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)							✓		✓				
41	Data Analysis and Interpretation: Proficiency in analysing data and deriving actionable insights.	TBC	Jan	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓												✓
42	Data Analytics and Big Data: Leveraging data analytics for decision-making	TBC	Feb	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓												✓
43	Deceased Estates & Estate Duty	Herman van Dyk						✓									
44	Digital Transformation: Understanding the impact of digital technologies on finance functions	TBC	Apr	BA(SA), BAP(SA), CBA(SA)							✓						
45	Directors Duties	Leana van der Merwe	Apr	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓												
46	Effective Communication	Leana van der Merwe	May	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA))					✓								
47	Effective CV Writing	Leana van der Merwe	Jan	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA))					✓								
48	Effective Inventory Management: Accounting, Stock Levels, and IFRS for SMEs	Leana van der Merwe	Jun	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
49	Ethical Leadership	Faith Ngwenya	Oct	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)													✓
50	Ethics in Financial Reporting	Faith Ngwenya	Nov	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)													
51	Ethics in Tax Practices	Saleem Kharwa	May	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
52	Ethics in Technology and Data Management	Ane Church	Jun	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓				✓					
53	Execution of the Independent Review	Leana van der Merwe	Aug	CFAdmin, BA(SA), BAP(SA)						✓							
54	Explanation of Assessed Loss Balances: Limitations for Companies and Individuals	Johan Heydenrych	Jul	BA(SA), BAP(SA), CBA(SA)				✓									
55	FIC Registration and Requirements	TBC	Aug	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓												
56	Finalisation and Reporting Independent Review	Leana van der Merwe	Oct	BA(SA), BAP(SA)						✓							
57	Financial Management for your practice	Leana van der Merwe	Sep	BA(SA), BAP(SA)		✓			✓								
58	Financial Modeling in Business Rescue and Turnaround Strategies	TBC	Sep	BA(SA), BAP(SA)		✓				✓							

CPD PROGRAM 2025 PER CATEGORY

CPD Compliance Channel

	Presenter	Month	Developed for Designations and Certifications	Financial Reporting	Management Accounting	Accounting	Ethics	Tax	Practice Management	Independent Review	Business Rescue	Technology	Mental Health	Steward	Operator	Catalyst	Strategist
59	Financial Planning and Analysis (FP&A): Ability to forecast, budget, and plan strategically.	Michelle de Lange	Oct	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓												✓
60	Fraud Prevention and Ethical Practices	Leana van der Merwe	Oct	BA(SA), BAP(SA), CBA(SA)			✓										
61	Fundamentals of Professional Ethics	Faith Ngwenya	Jan	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)			✓										
62	Getting your client ready for an audit	Leana van der Merwe	Nov	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)					✓								
63	Going Concern and Subsequent Events	Faith Ngwenya	Feb	CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
64	Growing your practice	Faith Ngwenya	Mar	BA(SA), BAP(SA)					✓								
65	How to reconcile your VAT Account and VAT Returns	Ettienne Retief	Nov	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
66	Human Resources and Team Management for your practice	Leana van der Merwe	Dec	BA(SA), BAP(SA), CBA(SA),					✓								
67	Identifying and assessing businesses in distress	TBC		BA(SA), BAP(SA)						✓							
68	IFRS for SME Annual Financial Statements	Leana van der Merwe	Feb	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)					✓								
69	IFRS for SMEs – Intangible Assets and Impairment of Assets	Saleem Kharwa	Feb	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓	✓											
70	IFRS for SMEs Agriculture and Biological Assets	TBC	Mar	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓	✓											
71	Immigration and Taxation	Ettienne Retief	Apr	BA(SA), BAP(SA), CBA(SA)				✓									
72	Income Tax for Beginners	Johan Heydenrych	May	CBK, CFAdmin, BA(SA)				✓									
73	Innovation Management: Encouraging and managing innovation within the finance function.	Leana van der Merwe	Mar	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)							✓					✓	
74	Integrated Reporting and Sustainability Reporting	Michelle de Lange	Jun	BAP(SA), CBA(SA)	✓												
75	Introduction to Business Valuations and Due Diligence	Leana van der Merwe	Jun	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓										✓		
76	ISQM 1 for practitioners	Faith Ngwenya	Apr	BA(SA), BAP(SA)													
77	IT Principles and Policies for your business	Leana van der Merwe	Apr	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓						✓		
78	Leadership and Team Management	Leana van der Merwe	May	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓							✓	
79	Legislative Amendments	TBC	Jul	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓												
80	Level of Assurance as per Companies Act	Faith Ngwenya	May	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓				✓								
81	Month End Reconciliation	Leana van der Merwe	May	CBK, CFAdmin		✓											
82	Negotiation Skills: Effectively negotiating with vendors, clients, and other stakeholders.	Leana van der Merwe	Jun	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓								
83	Payroll Taxes	Johan Heydenrych	May	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
84	Payroll Taxes-October Submission	Ettienne Retief	Oct	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
85	Performance Measurement and Balanced	Michelle de Lange	Sep	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)										✓			

CPD PROGRAM 2025 PER CATEGORY

CPD Compliance Channel

	Presenter	Month	Developed for Designations and Certifications	Financial Reporting	Management Accounting	Accounting	Ethics	Tax	Practice Management	Independent Review	Business Rescue	Technology	Mental Health	Steward	Operator	Catalyst	Strategist
86	Planning & Analytical Review: Independent Review	Leana van der Merwe	Jul	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓								
87	Preparing a working paper file	Faith Ngwenya	Jun	CBK, CFAdmin, BA(SA), BAP(SA)					✓								
88	Pricing your services in your practice	Leana van der Merwe	Aug	CBK, CFAdmin, BA(SA), BAP(SA)					✓								
89	Recruiting for sustainable practice	Faith Ngwenya	Jul	BAP(SA)					✓								
90	Report Writing	Leana van der Merwe	Sep	BA(SA), BAP(SA), CBA(SA)	✓				✓								
91	Risk Identification, register & management - intermediate	Faith Ngwenya	Aug	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)		✓											✓
92	Risk Management register & management - advanced	Saleem Kharwa	Oct	BA(SA), BAP(SA), CBA(SA)		✓											✓
93	Role Players in the accounting Profession	Faith Ngwenya	Mar	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)					✓								
94	SARS Efiling	SARS	May	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
95	SARS Efiling	SARS	Oct	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
96	SARS Office of the Tax Ombud	OTO	Jul	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
97	SARS Office of the Tax Ombud	OTO	Mar	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
98	SARS Office of the Tax Ombud	OTO	Nov	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
99	Schools Accounting Requirement	Faith Ngwenya	Sep	CBK, CFAdmin, BA(SA), BAP(SA)			✓										
100	Selecting and setting up chart of accounts per sector - Draftworx to present	TBC	Nov	CBK, CFAdmin, BA(SA)	✓												
101	Stakeholder Management: Engaging with stakeholders to drive business objectives.	Leana van der Merwe	Oct	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓							✓	
102	Standard Costing and Variance Analysis	TBC	Jan	CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
103	Strategic Planning and Growth for your practice	Leana van der Merwe	Nov	BAP(SA)					✓								
104	Strategic Planning: Developing and implementing long-term business strategies	Michelle de Lange	Feb	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)													✓
105	Succession planning	Faith Ngwenya	Oct	BAP(SA), CBA(SA), Cert.Fin.Off.(SA)					✓						✓		
106	Sustainability and Ethical Responsibility	Leana van der Merwe	Dec	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓		✓									✓	
107	Sustainability S1 and S2 Standards	TBC	Mar	BA(SA), BAP(SA), CBA(SA), Cert.Fin.Off.(SA)	✓	✓										✓	
108	Taking on New Clients in your Practice	Saleem Kharwa	Feb	CBK, CFAdmin, BA(SA), BAP(SA)					✓								
109	Tax and loans: How Interest-Free and Undefined Repayment Terms Can Cost You	TBC	Apr	BA(SA), BAP(SA), CBA(SA)				✓									
110	Tax Compliance for Bookkeepers	Ettienne Retief	Nov	CBK, CFAdmin, BA(SA)				✓									
111	Tax Considerations for Dividends and Corporate Distributions	Herman van Dyk	May	CBK, CFAdmin, BA(SA), BAP(SA)				✓									
112	Tax for Independent Contractors and commission earners	Johan Heydenrych	Jun	CBK, CFAdmin, BA(SA), BAP(SA)				✓									
113	Tax for Individuals	Ettienne Retief	Jul					✓									

CPD PROGRAM 2025 PER CATEGORY

CPD Compliance Channel

	Presenter	Month	Developed for Designations and Certifications	Financial Reporting	Management Accounting	Accounting	Ethics	Tax	Practice Management	Independent Review	Business Rescue	Technology	Mental Health	Steward	Operator	Catalyst	Strategist
114	Tax Planning and Tax Avoidance	Johan Heydenrych	Aug	CBK, CFAdmin, BA(SA), BAP(SA)				✓									
115	Tax Update (Part1)	Herman van Dyk	Mar	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
116	Tax Update (Part2)	Herman van Dyk	Mar	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
117	Taxation for Agriculture and Biological Assets	Johan Heydenrych	Nov	CBK, CFAdmin, BA(SA), BAP(SA)				✓									
118	Taxation for NPO and PBO	Johan Heydenrych	Jan	CBK, CFAdmin, BA(SA), BAP(SA)				✓									
119	Taxation for Trusts	Ettienne Retief	Feb	CBK, CFAdmin, BA(SA), BAP(SA)				✓									
120	The Business Rescue Practitioner and reporting	TBC	Mar	BAP(SA)				✓		✓							
121	The Solar Incentive: Legislative Update and Capital Allowance Implications	Herman van Dyk	Apr	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
122	Time and workflow management for practitioners	Saleem Kharwa	May	BA(SA), BAP(SA)					✓								
123	UIF Offices	UIF	Feb	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
124	UIF Offices	UIF	Jun	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
125	UIF Offices	UIF	Oct	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)		✓											
126	Understanding Fixed Assets under IFRS for SMEs	Leana van der Merwe	Mar	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓		✓										
127	Understanding Revenue Recognition under IFRS for SMEs: Essential Knowledge for Accountants	Faith Ngwenya	Jan	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)			✓										
128	VAT Update	Johan Heydenrych	Jun	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									
129	Workman's Compensation (COIDA)	COIDA	Apr	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)	✓												
130	Workman's Compensation (COIDA)	COIDA	Sep	CBK, CFAdmin, BA(SA), BAP(SA), CBA(SA)				✓									

Jan

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
		1	2	3	4	5
6	7	8	9	10	11	12
Effective CV Writing			Accounting for leases			
13	14	15	16	17	18	19
Adaptability to new challenges		IFRS for SMEs: Revenue		Data Analysis and Interpretation		
20	21	22	23	24	25	26
Compliance and AFS for NPOs	Taxation for NPO and PBO					
27	28	29	30	31		
Standard Costing and Variance Analysis	Professional Ethics		Business Plan			

Feb

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
					1	2
3	4	5	6	7	8	9
Conceptual Framework		Advanced Bookkeeping		IFRS for SMEs: Intangible Assets		
10	11	12	13	14	15	16
IFRS for SMEs: AFS		Data Analytics, Big Data and decision-making		Taxation for Trusts		
17	18	19	20	21	22	23
Taking on New Clients		Going Concern and Subsequent Events	CIBA Compliance Update			
24	25	26	27	28		
Advanced Ethical Decision Making	Long-term Strategic Planning	Human Resources Labour Law Webinar		Budget Speech Breakfast		

Mar

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
					1	2
3	4	5	6	7	8	9
IFRS for SMEs: Fixed Assets		Basic Principles of Compilation		Tax Update (Part 1)		
10	11	12	13	14	15	16
Agreed Upon Procedures		Role Players in the accounting Profession		Tax Update (Part 2)		
17	18	19	20	21	22	23
Corporate Governance and Ethics	VAT Update		CIBA Compliance Update	Human Rights Day		
24	25	26	27	28	29	30
Innovation within the Finance Function		Growing your practice		Sustainability S1 & S2 Standards		
IFRS 31 for SMEs: Agriculture, Biological Assets						

Apr

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
		1	2	3	4	5
	Analytical procedures		Immigration and Taxation	Solar 4 Incentive and Capital Allowance		6
7	8	9	10	11	12	13
IT Principles and Policies for your business		Budgeting and Forecasting		Business Rescue legislation, procedures, & processes		
14	15	16	17	18	19	20
Tax & 14 loans: Interest-Free & Undefined Repayments		ISQM 1 for Practitioners	CIBA Compliance Update	Good Friday		Easter Sunday
21	22	23	24	25	26	27
Family Day		Income Tax for Beginners		Digital Transformation on Finance Functions		Freedom Day
28	29	30				
Freedom Day		Directors Duties				

May

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
			1	2	3	4
			Workers Day	Intro to Business Valuations & Due Diligence		
5	6	7	8	9	10	11
Namibia Day Effective Communication		Changes in Accounting		Tax Considerations for Dividends & Distributions		
12	13	14	15	16	17	18
Leadership and Team Management		Level of Assurance as per Companies Act	CIBA Compliance Update			
19	20	21	22	23	24	25
AFS for Bookkeepers	Payroll Taxes			Business Rescue Practitioner Summary		
26	27	28	29	30	31	
Months End Reconciliation	Ethics in Tax Practices	Namibia Ascension Day	Time and Workflow Management for Practitioners			

Jun

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
						1
IFRS for SMEs & Effective Inventory Management	3	4	5	6	7	8
		Capital Budgeting and Investment Appraisal		Ethics in Technology and Data Management		
9	10	11	12	13	14	15
Negotiation Skills: Vendors, Clients and Stakeholders		Client Management for Practitioners		Integrated and Sustainability Reporting		
16	17	18	19	20	21	22
Youth Day		Preparing a Working Paper File	CIBA Compliance Update			
23	24	25	26	27	28	29
Bank and Petty Cash Reconciliation for Bookkeepers		Tax for Independent Contractors and commission earners		The Business Rescue Practitioner & Reporting		
30						
Accounts Receivable Management						

Jul

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
		1	2	3	4	5
		Tax for Individuals		Legislative Amendments		6
7	8	9	10	11	12	13
Independent review: Client Take On and Pre Engagement		Client Re-Evaluation and Engagement Letters: All Services	Namibia Summit			
14	15	16	17	18	19	20
Body Corporates: STMA and Accounting		Recruiting for Sustainable Practice	CIBA Compliance Update			
21	22	23	24	25	26	27
Independent review: Planning and Analytics		Capital Gains Tax				
28	29	30	31			
Cash and Bank Transactions		Assessing Loss Balances: Limitations for Co & Individuals				

Aug

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
					1	2
4	5	6	7	8	9	10
Pricing your Services in Your Practice		Core Bookkeeping Skills	CIBA Women's Day Event	Women's Day		
11	12	13	14	15	16	17
Execution of Independent Review		Risk Identification, register & management (intermediate)		Financial model for businesses in rescue		
18	19	20	21	22	23	24
Accounts Payable Management		Assessing Loss Balances: Limitations for Co & Individuals	CIBA Compliance Update			
25	26	27	28	29	30	31
Namibia: Heroes Day		Deceased Estates & Estate Duty				

Sep

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
1	2	3	4	5	6	7
				Cost Classification and Allocation		
8	9	10	11	12	13	14
Financial Management for Your Practice		Schools Accounting Requirement	Annual Practice Management Conference	Annual Practice Management Conference		
15	16	17	18	19	20	21
Report Writing		Tax Planning and Tax Avoidance	CIBA Compliance Update			
22	23	24	25	26	27	28
Leading and Managing Change		Heritage Day	Corporate Governance for companies	Performance Measurement & Balanced Scorecard		
29	30					
Financial Modeling in Turnaround Strategies						

Oct

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
		1	2	3	4	5
			Cost-Volume-Profit (CVP) Analysis			
6	7	8	9	10	11	12
Independent Review: Finalisation & Reporting		Ethical Leadership		Payroll Taxes (October Submission)		
13	14	15	16	17	18	19
Fraud Prevention and Ethical Practices		Succession Planning	CIBA Compliance Update			
20	21	22	23	24	25	26
Stakeholder Management: Driving business		Introduction to VAT				
27	28	29	30	31		
Risk Management Register & Management (Advanced)		Financial Planning and Analysis				

Nov

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
					1	2
3	4	5	6	7	8	9
Community Financial Information Clearly		Ethics in Financial Reporting		Cybersecurity Protection of Financial Data & Systems		
10	11	12	13	14	15	16
Getting Your Client Ready for an Audit		How to Reconcile your VAT Account and VAT Returns				
17	18	19	20	21	22	23
Strategic Planning and Growth for your Practice		Taxation for Agriculture & Biological Assets	CIBA Compliance Update			
24	25	26	27	28	29	30
	Tax Compliance for Bookkeepers					

Dec

MON.	TUE.	WED.	THU.	FRI.	SAT.	SUN.
1	2	3	4	5	6	7
Creating and Maintaining a LinkedIn profile		Activity-Based Costing (ABC)		Sustainability and Ethical Responsibility		
8	9	10	11	12	13	14
Human Resources and Team Management		Namibia: Women's Day	Identifying and Assessing Businesses in Distress			
15	16	17	18	19	20	21
Day of Reconciliation						
22	23	24	25	26	27	28
			Christmas Day	Boxing Day		
29	30	31				

THE PRESENTERS -LEARN FORM THE BEST

CIBA CPD Channel works with **industry experts** who bring not only deep knowledge but also a practical approach to every topic. Our presenters are skilled professionals with real-world experience, ensuring that each session is filled with **live examples** that you can relate to and apply in your day-to-day work.

Whether it's accounting, tax, ethics, or leadership, our wide range of knowledgeable presenters is dedicated to delivering sessions that are practical, engaging, and designed to help you grow your practice or career. You'll leave each session equipped with actionable insights you can immediately put to use.

Faith Ngwenya

Faith Ngwenya is an experienced professional in accounting, education, and leadership. Faith has held roles at Unilever SA, Mangosuthu University of Technology, and the University of Johannesburg. She served as the Technical & Standards Executive at SAIPA for 13 years and joined the CIBA Technical Team in 2024.

Faith has contributed to IFAC's SMP Advisory Group, PAFA, and ABP and currently chairs the FASSET Working Committee and Hand in Hand Southern Africa (NPC). She is Certified Business Accountant (SA) with CIBA, Professional Accountant (SA) with SAIPA and a Chartered Certified Accountant (ACCA UK).

Faith is a **CPD veteran** and well loved in the Industry.



Designations & Membership

- Certified Business Accountant (SA)
- Professional Accountant (SA)
- Chartered Certified Accountant
- Member – Institute of Directors
- Member – ABASA

Qualifications

- Master of Accountancy – University of KwaZulu-Natal
- BCom, University of South Africa
- Bcom, University of Zululand

Leana van der Merwe

Leana van der Merwe has over 18 years of experience in business accounting, auditing, and corporate governance. She has held leadership roles, including Audit Director at a medium-sized firm and Technical and Standards Executive at SAIPA, where she supported over 14,000 members through complex regulations. Leana serves on several prestigious committees, contributing to industry standards and legislative commentary. Currently, she is part of the dynamic Technical Team at CIBA, focusing on technical support and professional development. Leana is also a recognised speaker and thought leader.



Designations & Membership

- Business Accountant in Practice (SA)
- Chartered Accountant (CA(SA))
- Auditor (RA)

Qualifications

- Bachelor's Degree in Accounting, University of Johannesburg
- B.Com Honours Degree in Accounting, University of Johannesburg



Designations & Membership

- Chartered Accountant (CA)
- Registered Tax Practitioner

Qualifications

- B. Com (Accounting) (Cum Laude)
- B. Com (Hons) (Accounting) (Cum Laude)
- Certificate in the Theory of Accounting
- M. Com (Taxation) (Cum Laude)

Johan Heydenrych

Johan Heydenrych is highly experienced, specialising in taxation since 1991 across various industries, with a reputation as a trusted advisor in complex tax matters. He was a tax partner at KPMG for over two decades (1997–2020) and is currently a partner at Kreston SA. Johan provides comprehensive tax services, including tax compliance, risk management, dispute resolution, and advisory services for mergers, acquisitions, and restructures. He has in-depth expertise in tax reporting for new accounting standards and tax due diligence. His qualifications and numerous awards highlight his academic excellence and professional expertise.

Saleem Kharwa

Saleem Kharwa is a seasoned consultant with over 30 years of experience in academia and professional accounting. He served as Deputy Dean, Acting Executive Dean, and Chief Risk Officer at Durban University of Technology. Internationally, he was Deputy Chair of the International Accounting Education Standards Board and a member of the Independent Regulatory Board for Auditors. Saleem has contributed extensively to the accounting profession through global presentations on taxation, ethics, and governance. He is also active in community work, including leadership roles at Radio Al-Ansaar and the Kenilworth Respite Centre.



Designations & Membership

- Professional Accountant (SA)
- Associate General Accountant
- Member of the Institute of Risk Management South Africa (IRMSA)
- Member of the Institute of Internal Auditors South Africa (IIA)
- Member of the Institute of Directors
- Registered Assessor for FASSET and the Council on Higher Education

Qualifications

- Master of Commerce (UKZN)
- Master of Technology in Management Accounting (TND)
- Bachelor of Commerce (Honours, Unisa)
- Bachelor of Commerce in Accounting (UDW)
- University Diploma in Education (UDW)



Michelle de Lange

Michelle de Lange is a Senior Lecturer in Management Accounting and Finance at Milpark Education. She achieved global recognition by placing second in the world in the 2022 CIMA Strategic Level Case Study exams and fourth in the 2019 Management Level Case Study exams. In 2023, she was honored with the Elite University Educator award in the CIMA Professional Awards. Her career spans roles in auditing, financial management, and academia. She is committed to shaping future professionals through her dedication to high standards and impactful teaching.



Designations & Membership

- Chartered Accountant (CA(SA))
- Chartered Global Management Accountant (CGMA)

Qualifications

- B.Accounting, UFS (Cum Laude)
- B.Accounting Honours – UFS
- Certificate in Theory of Accounting



Designations & Membership

- Chartered Accountant (SA)
- Certified Tax Adviser
- England and Wales: Associate Chartered Accountant and Business and Finance Professional

Qualifications

- MCom in Accountancy , NWU
- MCom in South African and International Taxation , NWU (cum laude)
- Honours in Accounting , UFS
- Bachelor of Accounting, UFS(cum laude)

Herman van Dyk

Herman van Dyk is a Senior Lecturer in Taxation at North-West University (NWU), where he has been teaching postgraduate and master's students since 2011. His career began at Ernst & Young in South Africa and the UK, where he worked from 2009 to 2011. He also served as an academic trainee accountant at the University of the Free State. Alongside his academic role, Herman works as an independent consultant specialising in corporate tax, VAT, and international tax. He actively participates in several industry committees and has been recognised with multiple awards for his contributions to teaching and research.

Ané Church

Ané Church is a lecturer in Auditing and Corporate Governance at the University of the Free State, specialising in professional and business ethics. She holds a Master's degree in Accounting with a focus on Auditing. Ané frequently presents training sessions on ethics and governance, both in South Africa and internationally. She serves as an elected member of the Central Region Council for SAICA. Her passion for ethics drives her commitment to shaping future leaders with integrity and professionalism.



Designations & Membership

- Professional Accountant (SA)
- Professional Tax Specialist (SA)
- Certified Independent Reviewer
- Registered Tax Practitioner
- CPA (Ireland)
- AFA MIPA (UK & Australia)

Qualifications

- Advanced Professional Certificate in International Taxation, IBFD
- Financial Modelling and Analysis, UCT
- Management, University of London and London Business School



Designations & Membership

- Chartered Accountant (CA(SA))

Qualifications

- Master of Accounting with specialisation in Auditing, UFS
- Accounting Honours with CTA
- B. Accounting, UFS, 2009

Ettiene Retief

Ettiene Retief is a highly qualified accountant and tax specialist with over three decades of experience. He has held key roles in corporate advisory, founded his own practice, and contributed to industry publications. His expertise includes tax law, corporate governance, and international taxation. He has served in leadership and technical positions, such as chairing national tax committees, evaluating academic work, and working with government bodies on tax policy. Ettiene also holds memberships in several prestigious professional organizations across South Africa, the UK, Australia, and Ireland.

Eszter Rapanos



Eszter started her career in the Office of the Auditor-General South Africa as an audit manager. She completed various professional projects, for amongst others, the European Union, World Bank, the German Cooperation Agency (GIZ) and KFW. Her career included being the Audit, Training and Quality control manager at accounting firms, before joining CIBA as Technical Manager.

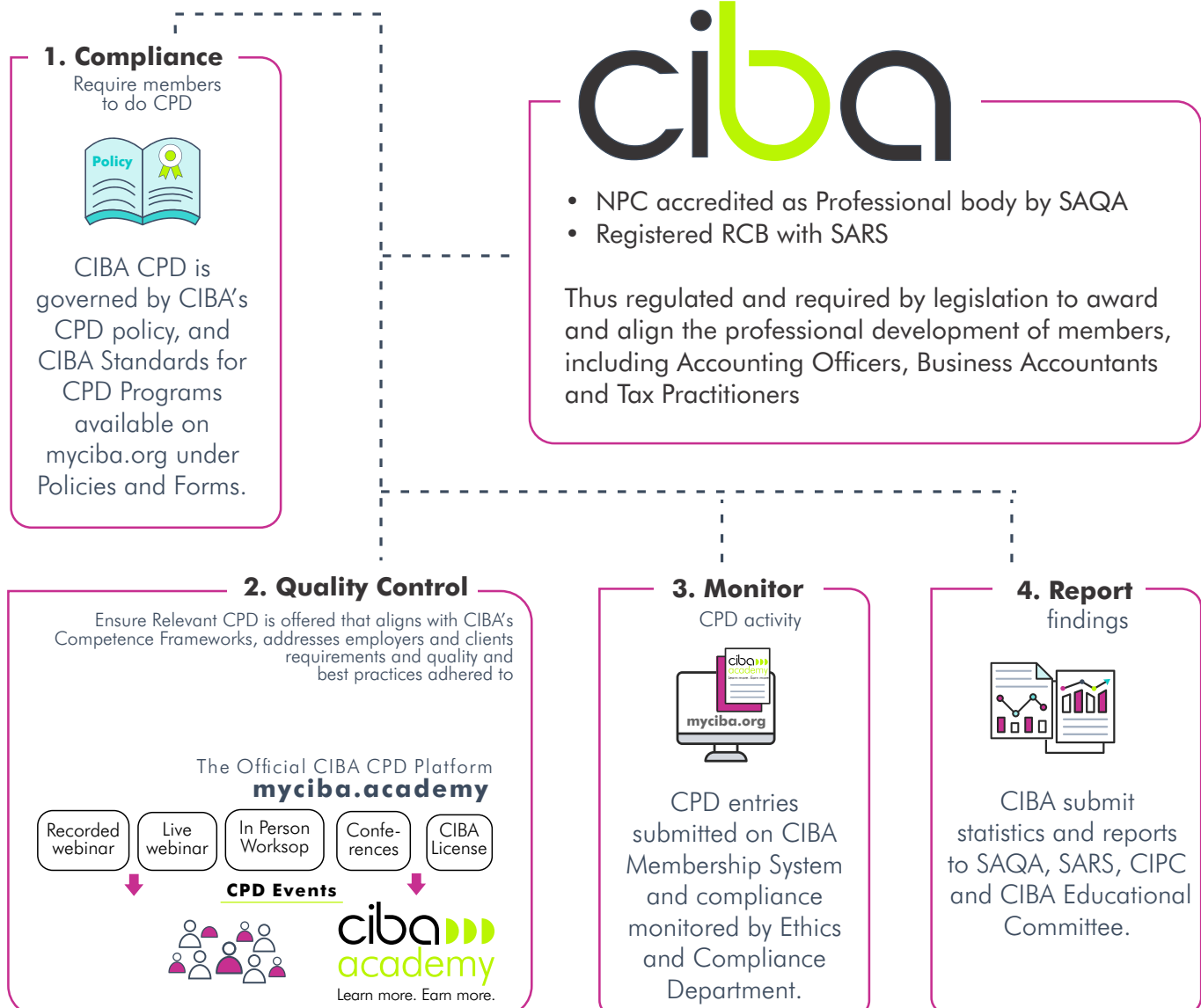
Designations & Membership

- Chartered Accountant (CA(SA))

Qualifications

- Bcom Financial Accounting, UP
- Bcom Hon, UNISA

CIBAs RESPONSIBILITIES



OTHER PROFESSIONAL DEVELOPMENT

IN PERSON EVENTS

CIBA hosts a variety of CPD events, including the Annual Practice Management Conference, Namibia Summit, Public Sector Summit, and nationwide Roadshows where we connect members with key local stakeholders. Stay tuned for updates in your inbox and on social media.



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