The job of an internal auditor though exciting is never an easy one. The month of January 2016 was filled by gory stories in national newspapers on the fate or is it difficulties internal auditors face in Zimbabwe. There was the story of the internal auditor who had uncovered fraud perpetrated by a marketing executive having a contract taken out to kill him. There were two stories of local authorities’ internal auditors who had highlighted nefarious activities by council bosses being fired for doing a good job. Let me say that the job of internal auditors is not one for the faint hearted.

The problems internal auditors face are not limited to Zimbabwe as evidenced by a recent study carried out by the IIA Research Foundation which showed that pressure had been brought to bear on auditors to change their findings. One of the partial solutions to this malady is to among other things have a comprehensive Audit Charter. In addition we need to operate in line with the IPPF so we have a fall-back position when under unfair attack by crooked management. Education of our stakeholders is key to reduce the expectation gap. We also need to network with others in the profession and hear how they have dealt with similar situations in line with our motto of progress through sharing. The Institute stands ready to give auditors advice as we have done with numerous auditors who have approached us. We are a professional association whose mandate is to develop our members.
**SUBSCRIPTIONS**

I am reminding our members to pay their subscription if they have not done so yet. Being up to date enable you to have access to our websites and receive cutting edge information. It also helps take advantage of career opportunities that may arise from time to time. Potential employers do check with us to see whether applicants are in good standing. Important documents like Practice Guides and the Internal Auditor magazine are things you can only access when your membership is up to date. In line with our policy we will be issuing a reminder this month to all unpaid members before we remove them from our register.

Those who are paid up I urge you to fully utilize our websites. That constant reading will take your service delivery to a higher level. The IIA Research Foundation issues study results on a number of areas which offer very practical recommendation which you can access in our library at IIA Zimbabwe offices.

Every practising internal auditor rightly should be a member of the Institute. I encourage non-members to pay their subscription and become fully fledged members.

**CBOK RESEARCH REPORTS**

The CBOK study is now complete and to this end IIA Global has placed a number of reports arising from this massive study on the global website. I urge you to go to [www.globaliia.org](http://www.globaliia.org) and download those reports. This applies to both non-members and members.

**CHANGE OF ADDRESS**

We moved our offices to the corner of Adylinn drive and Marlborough drive from the 1st of January 2016. Our phones are listed elsewhere in this newsletter. These are our newly built offices.

**QUALITY ASSURANCE REVIEWS**

As part of your quality management you need to prepare for your external quality review this year. This is laid down in the International Internal Auditing Standards which is now mandatory even in terms of the Zimbabwe Code of Corporate Governance (ZIMCODE). Internal Auditors I believe need to be proactive in doing their QAR rather have it forced on you.

We still have copies of the ZIMCODE in our bookstore for the princely sum of $20 per copy.
## UPCOMING WORKSHOPS 2016

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<tr>
<th>DATE</th>
<th>Course Name</th>
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<tbody>
<tr>
<td>11 – 12 February 2016</td>
<td>Fraud Detection &amp; Prevention Techniques</td>
</tr>
<tr>
<td>3 – 4 March 2016</td>
<td>Planning &amp; Conducting IT General Control Reviews</td>
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<tr>
<td>17-18 March 2016</td>
<td>Risk based internal audit – value add proposition</td>
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<tr>
<td>Date to be confirmed soon</td>
<td>Heads of Internal Auditors Master Class</td>
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