



The Chartered  
Institute of  
Management  
Accountants®

**Chartered Institute of Management Accountants**  
**Commentary on the Technical Report for the 2021 Critical Skills List**

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## 1. Introduction

The Chartered Institute of Management Accountants (CIMA) thanks the Department of Home Affairs (DHA) for the opportunity to offer a response to its invitation to comment on the Technical Report for the 2021 Critical Skills List.

### 1.1 About the Chartered Institute of Management Accountants

CIMA, founded in 1919, is the world's leading and largest professional body of management accountants, with members and students operating in 184 countries, working at the heart of business. CIMA members and students work in industry, commerce, the public sector, and not-for-profit organisations. CIMA works closely with employers and sponsors leading-edge research, constantly updating its qualification, professional experience requirements and continuing professional development to ensure it remains the employers' choice when recruiting financially trained business leaders.

CIMA is recognised as a professional body by the South African Qualifications Authority (SAQA) in terms of the National Qualifications Framework Act, 2008 (Act No.67 of 2008) (NQF Act). CIMA South Africa began operations in 1955 and has grown consistently in terms of students and members. CIMA South Africa represents over 3,000 members and 10,000 students.

Chartered Global Management Accountant (CGMA), awarded to members of CIMA, is the most widely held management accounting designation in the world. It distinguishes more than 150,000 accounting and finance professionals who have advanced proficiency in finance, operations, strategy, and management. The CGMA designation is underpinned by extensive global research to maintain the highest relevance with employers and develop competencies most in demand. CGMAs qualify through rigorous education, exam, and experience requirements. They must commit to lifelong education and adhere to a stringent code of ethical conduct. Businesses, governments, and non-profits around the world trust CGMAs to guide critical decisions that drive strong performance.

CIMA is a founder member of The Association of International Certified Professional Accountants (the Association), the most influential body of professional accountants, combining the strengths of the American Institute of CPAs (AICPA) and CIMA to power opportunity, trust and prosperity for people, businesses and economies worldwide. It represents over 650,000 members and students in public and management accounting and advocates for the public interest and business sustainability on current and emerging issues. With broad reach, rigor and resources, the Association advances the reputation, employability, and quality of CPAs, CIMA and CGMA designation holders and accounting and finance professionals globally.



## 1.2 Perspective of this response

Our response is from the perspective of an international, non-statutory professional body that is locally recognised by SAQA and that of a body that has operated and supported South African skills development and businesses for over six decades.

## 2. Comments

### 2.1 Support for the inclusion of 'Management Accountant' as a Critical Skill

CIMA thanks the Department of Higher Education and Training for its research efforts that have appropriately resulted in 'Management Accountant' being reported and included in the Preliminary Critical Skills List (CSL), for finalisation by the DHA.

We **recommend** that OFO Code 2019-241102, 'Management Accountant' occupation be included in the final 2021 Critical Skills list.

### 2.2 Corrections to Technical Report, specific to the Management Accounting Critical Skill

CIMA would like **request** that the Technical Report be corrected for information reflected for the 'Management Accountant' Critical Skill on page 78 of the Technical Report, and to be reflected as follows:

1. Minimum Required Qualification: Bachelor's degree or advanced diploma (NQF Level 7)
2. Approximate Lead-Time for Development: 3 – 4 years

### 2.3 Evaluation of the foreign qualifications

Where a professional body has awarded a designation to an individual, this award be deemed as sufficient, verifiable confirmation that they possess the Critical Skill linked to their professional designation. It remains the responsibility of the PB to develop and implement rigorous and a robust tool for internal verification of such skill.

We therefore **recommend** that the requirement of a SAQA evaluation of foreign qualification(s) be removed as a precondition for the issuing of Critical Skills work visas by the DHA.

## 3. Conclusion

As a global professional body that has been operational in South Africa since 1955, CIMA appreciates and upholds its responsibility to co-operate with local stakeholders in achieving our national objectives, for the benefit and upliftment of our economy.