



THE NEW STANDARDS

The new Global Internal Audit Standards were released on January 9 2024, and will become effective January 9, 2025. Early adoption is encouraged.

The previous version, the International Standards for the Professional Practice of Internal Auditing, released in 2017, remains approved for use during a one-year transition period.

[Access the New Standards here.](#)

A condensed version of the standards which only includes the mandatory guidelines is also available for practitioners.

[Access the 'Condensed' version of the New Standards here.](#)

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Celebrating Milestones

OF THE IIA, TRINIDAD & TOBAGO CHAPTER

As the Institute of Internal Auditors of Trinidad and Tobago (IIA TT) Chapter marked its 35th anniversary, on November 30, 2023, the Hilton Ballroom was a beacon of reflection, recognition, and forward-looking resolve. Members and distinguished guests came together to honor the past and chart the course for the future of the Chapter.

Chapter President, Rita Purdeen-Nandlal, addressed the attendees with heartfelt gratitude and a visionary outlook. She shared her admiration for the Chapter's legacy and the collective strength that has allowed it to stand on the shoulders of giants. Her words celebrated the Chapter's growth from its founding in 1988 to a thriving community of professionals in diverse public and private sector organizations today, highlighting key milestones such as the first CIA examination and legislative incorporation.

As the night culminated, President Purdeen-Nandlal called on the members to embrace the challenges ahead and to contribute actively to the Chapter's future. The IIA TT Chapter stands poised to maintain its legacy of excellence as it looks to the future with a renewed sense of purpose and dedication.

Claudine Dickson-Ramnarine, the IIA TT Membership Officer, offered a poignant message that captured the essence of the Chapter's growth. Her address acknowledged the significant milestones of the Chapter, spotlighting the unwavering dedication of its members.

The event was marked by the recognition of 17 longstanding members who exemplified dedication by maintaining over two decades of active membership. These stalwarts of commitment have contributed not just to the growth of the Chapter but also to the professionalism of the internal auditing discipline. Among the honored were:

20 Years of Service:

Khyam Abdulah, Sasha Ali-Soondarsingh, Camille Cumberbatch-Dhoray, Joanne Natalie Marquis, Daniella Williams, and Miriam R.S. Wilson-Edwards.

21-22 Years of Service:

Marina Dukhedin-Lalla, Juliana Julien, Gregory John, Andrea Primus, Natasha Elias-Wilson, and Karla Lewis.

25+ Years of Service:

Roger Ramdwar and Anthony Marvin St Clair, with the distinguished Don Gonzales and Anthony Jones each marking 33 years and Kenny Jalsa, a year shy of 35.

The Chapter also celebrated its past presidents **Hazel Anatol, Sunil Babooram, Camille Cumberbatch-Dhoray, John Escalante, Claire Gomez-Miller, Don Gonzales, Kenny Jalsa, Anthony Jones, Larry Kowlessar, Fenwick Mills, Roger Ramdwar, Joseph T. Ross, Anthony Marvin St Clair, and Daniella Williams.**

The Past Presidents have been the guiding stars of our Chapter. We also recognized the current president, Rita Purdeen-Nandlal, for her visionary leadership. The legacy left by these leaders continues to inspire the Chapter's ongoing endeavors and achievements.

In a nod to the future, the IIA TT proudly recognized 7 members who recently earned their certifications, reflecting the Chapter's commitment to continuous professional development. These members are **Kareema Ali, Tessa Joseph, Carla Matthews-Dottin, Abigail Ramcharan, Meghan Seecharan, Patrick Serrette and Whitney Wilkinson.**

The presence of Paula Marcelle-Irish, ACCA Caribbean President, and Nigel Romano, CGA President, during the anniversary celebrations, underscored the value of collaborative relationships across professional bodies.

The 35th Anniversary was not just a celebration but a reaffirmation of the Chapter's commitment to excellence, integrity, and lifelong learning. It was a night to remember and a stepping stone into a future filled with potential and promise for the IIA TT Chapter.

We gathered not only to reminisce but to recognize those among us who have dedicated years of service to the advancement of our profession. To our honored members who have reached significant milestones, we extend our deepest appreciation.

MEMORIES FROM OUR 35th Anniversary Celebration



Summary of:

1-DAY TRAINING SESSION - “HOW TO CONDUCT AN EFFECTIVE GOVERNANCE AUDIT”

On Friday 20th October, 2023, the IIATT hosted a virtual training session entitled: “How to conduct an effective Governance Audit”. This session was facilitated by Anthony Jones, a Past IIATT Chapter President who has been practicing as a Certified Internal Auditor (CIA) for over twenty-eight (28) years.

The session provided an overview of the Corporate Governance models and linkages to the internal audit standards.

It was insightful, detailed and well-received by participants. The IIATT wishes to express heartfelt thanks to Mr. Jones for his continuous support and dedication over the years.



Mr. Anthony Jones, facilitator of the training session: “How to conduct an Effective Governance Audit” accepting a token of appreciation from Mrs. Abigail Kaseram-Bhagwandeem, Government Relations Officer – IIA TT.

Summary of:

4TH CHAPTER MEETING FOR 2023 - “THE CONSULTING ENGAGEMENT”

The final Chapter Meeting for 2023 took place on November 28, 2023. The virtual session was moderated by the IIATT’s Secretary Tisha Millet and facilitated by Randy Marcano, Chief Internal Auditor at the Central Bank of Trinidad and Tobago, responsible for the strategic leadership of the Internal Audit function and overseeing a comprehensive program of risk-based assurance and consulting/advisory engagements.

The session entitled “The Consulting Engagement” provided participants with an overview of the types of consulting engagements and the processes for conducting advisory consulting engagements.

The IIATT extends sincerest gratitude to Mr. Marcano, who is always willing to share his expert knowledge and experience with fellow internal auditors.



Mr. Justin Smith, volunteer on the Advocacy Committee accepting a token of appreciation on behalf of Mr. Randy Marcano, presenter of the 4th Chapter Meeting, from Ms. Abigail Kaseram-Bhagwandeem, Government Relations Officer, IIA TT.

CERTIFICATION CORNER

> CERTIFICATION

Certified for Success.



Success is measured by the impact you make.

To keep pace with the dynamic global risk arena, The IIA offers its Certification in Risk Management Assurance® (CRMA®), which reflects the in-depth organizational knowledge and advanced skill sets that are required to provide effective risk management assurance to audit committees and executive management.

As the only risk management assurance certification for internal auditors, the CRMA focuses on the key elements to unlocking internal audit's full potential, and validates your ability to provide advice and assurance on risk management to audit committees and executive management.

Significant changes were made to the overall CRMA program in 2021, including expanding the prerequisites and making the required work experience more robust. For example, an active Certified Internal Auditor® (CIA®) designation is now required.

Earning the CRMA helps address the impact of risk and demonstrates you have the ability to:

- Provide assurance on core business processes in risk management and governance.
- Educate management and the audit committee on risk and risk management concepts.
- Offer quality assurance and control self-assessment.
- Focus on strategic organizational risks.
- Add value for your organization as a trusted advisor.

If you're already a CIA, take the next step and get your Certification in Risk Management Assurance. CRMA links all the critical, individual elements together for that big-picture, holistic view of organizational risk.

Elevate risk assurance. Arrive ahead.
www.theiia.org/CRMA



The Institute of
Internal Auditors

CRMA[®]
Certification in Risk Management Assurance[®]

CERTIFICATION CORNER (cont'd)



Prepare for your CIA exams with courses offered by the IIA and their training partners. Visit the following links -

<https://www.learnCIA.com/>

<https://www.learnCIA.com/Classes-Offered/>

THE IIA's
CIA

LEARNING SYSTEM™

NEWLY CERTIFIED MEMBERS

At our milestone 35th Anniversary, we took immense pride in acknowledging the outstanding achievements of the remarkable individuals who successfully earned either their Certified Internal Auditor or Internal Auditor Practitioner certifications. This accomplishment is a testament to their dedication, expertise, and unwavering commitment to excellence.

Throughout the period of January to September 2023, there were fourteen individuals who embarked on a journey of knowledge, skill acquisition, and obtained their certification.

Today, we shine a spotlight on the extraordinary success of the following seven newly certified members who were present with us:

CARLA MATTHEWS-DOTTIN

KAREEMA ALI

PATRICK SERETTE

WHITNEY WILKINSON

ABIGAIL RAMCHARAN

TESSA JOSEPH

MEGHAN SEECHARAN



During our celebratory event, these newly certified members were honored on stage alongside our Chapter President, Rita Purdeen-Nandlal and our Certification Officer, Shamira Ramkissoon. Their hard-earned tokens of achievement were presented to them by one of our esteemed Governors, Mr. Kevin Padmore.

NEWLY CERTIFIED MEMBERS (cont'd)

Congratulations to the following newly Certified Internal Auditors who became certified during October to December 2023.

Hamant Lalla
Dalini Bharath

Patrice Norton
Nisa Esdelle

IAP Scholarship Winners

The IIA TT presented our members with the opportunity to obtain an all expenses paid IAP Scholarship.

The Internal Audit Practitioner (IAP) designation is a great way to demonstrate internal audit aptitude.

Active Internal Audit Practitioners opens a new pathway to the Certified Internal Auditor (CIA) designation, the only globally recognized certification for internal audit practitioners around the world.

The criteria for competition were:

- Be an active member of the IIA
- Be a beginner in internal audit, with one to two (1 - 2) years working experience in the field of internal audit.
- Follow the IIA TT on all three social media platforms AND
- Submit an essay which expressed the importance of internal audit within the organization which they were employed as well as explain their motivation for obtaining the certification, their career goals in internal auditing, and how the scholarship would benefit them.



The two IAP Scholarship winners were announced at the Chapter's 35th anniversary celebrations
Roann Mahabalsingh and Neala Samaroo

IAP SCHOLARSHIP - WINNING ESSAY

by Neala Samaroo

My primary motivation for everything in life is making my parents proud. Secondary to that is my love for Internal Auditing. Being an Internal Audit Associate for Massy Ltd for the past year has brought a sense of fulfilment that I have not experienced throughout my career. I am an ACCA student, and I am very proud of my achievements thus far. However, since discovering my true passion, Internal Auditing, I would like to begin acquiring globally acknowledged certifications relating to my passion and it starts with the Internal Audit Practitioner (IAP) designation.



I recently started looking into the Certified Internal Auditor® (CIA®) designation and the steps I need to take to achieve this. From the moment I saw this opportunity to obtain an all-expenses paid IAP Scholarship, I knew immediately that I should enter for a chance to win this scholarship and it reaffirmed that I was taking a step in the right direction. I also plan to continuously gain knowledge in Data Analytics as the benefits of using this method can provide invaluable reports as an Internal Auditor.

Obtaining the IAP designation would be a step toward the right direction, and I would be able to advance in the career of an Internal Auditor not just regionally but internationally. Upon completion of the IAP designation, my next step will be to complete the CIA designation to continue on my journey to become the best Internal Auditor I can be.

And the Winner is...



NEW CERTIFICATE PROGRAMS

ESG CERTIFICATE: INTERNAL AUDITING FOR SUSTAINABLE ORGANIZATIONS

“ESG Certificate: Internal Auditing for Sustainable Organizations” is designed to equip professionals like you with the knowledge and skills needed to navigate this complex terrain.

Going beyond theoretical understanding, this online learning offering focuses on practical application, providing hands-on experience in identifying critical ESG metrics and crafting comprehensive reports.

[Register using this link.](#)



AUDITING THE CYBERSECURITY PROGRAM CERTIFICATE



Unlock the secrets of cybersecurity in our latest OnDemand course, where you'll embark on a thrilling journey with a fictitious cybersecurity firm, on the trail of an elusive cybercrime group. Immerse yourself in realistic cybersecurity scenarios inspired by actual threats. Engage in interactive interviews and upskilling sessions to enhance your skills.

Complete all 12 fun and informative course modules to be eligible to sit for the certificate exam, which is administered on The IIA's LMS platform.

[Register using this link](#)

REFLECTION: HIDDEN VALUE BEHIND PERFORMANCE APPRAISALS (PAS)

By Whitney Wilkinson

As we say good bye to 2023, I'm filled with gratitude for the unwavering support and recognition from my IA community, mentors, peers and loved ones.

I reflect on being honored by the IIA Trinidad and Tobago Chapter in December 2023 for successfully attaining the Certified Internal Auditor (CIA) certification. This particular moment resonated with me the most this year due to my strenuous journey to achieve this prestigious milestone in my professional quest.

My journey began in 2020 when a seed was planted in me by a past supervisor during a Performance Appraisal (PA) meeting. Little did I know that this seed would be the start of an unplanned journey.

The seed contained these words "Whitney, you have outgrown your current job position. What career path are you considering? You possess experiences and a set of diverse traits which could mould you into a successful Internal Auditor. You should strongly consider this career path." He, along with other mentors and colleagues, saw my potential before I could and recognized my growing aptitude for adding value, learning, professional skepticism, process improvement and analyses.

The seed germinated as key nutrients were received. These nutrients were in the form of the following:

- Receiving valuable nuggets of information from arranged meetings with the company's Chief Audit Executive and mentors:
- Becoming a member of IIA and IIA TT,
- Attending IIA webinars,
- Continuously learning aspects of Internal Auditing from online sources, IA magazine articles, text books, etc. and
- Being involved in different internal audit tasks.

The germination cycle was not a smooth path and, at times, it felt as though I was seeing new horizons over thick, impermeable walls. These walls required me to exhibit tremendous dedication and resilience to overcome and achieve this milestone in attempt to pursue professional alignment, excellence and professional growth.

I can now proudly say the seed blossomed into the strong plant you see today, a Certified Internal Auditor.

I'm truly blessed and grateful God surrounded me with the right people to aid me to recognize my passions which has fueled my purpose today. In turn, I hope this message inspires the reader and encourages resilience, open-mindedness, self-discovery and self-empowerment.

This message also aims to shed light on capitalizing the hidden value behind Performance Appraisals as it is an avenue to aid persons to find their passions and purpose. This is in keeping with IIA TT Chapter's 2023 theme "People Passion Purpose." Often PAs are known to predominantly aid the company but as the reader can see from my experience it can aid the employee as well.

In closing, the CIA certification attained has provided me a new horizon...a new opportunity to succeed in this profession and I look forward to what 2024 has in store for me.

REFLECTION: HIDDEN VALUE... (cont'd)



VOLUNTEERS' VOICES



Renasha Jebode

Governance plays a crucial role in the internal audit process, ensuring accountability in organizational operations and methodologies. Being a part of this committee offers significant professional growth, as it allows me to learn from experts with more experience and contribute my own insights from the field. This experience enhances my understanding of organizational governance, knowledge I can integrate into my daily professional activities.

Latifah Liverpool

Volunteering with the IIA transcends the conventional realms of community service, offering a unique blend of personal and professional development. At its core, this commitment provides a rare opportunity to bridge the gap between academic knowledge and real-world application. Volunteers not only gain a better understanding of the industry but actively contribute to the safeguarding of the profession.

Beyond the technical aspects, volunteering in the audit community instills a strong sense of ethical responsibility. The collaborative nature of audit work enhances interpersonal skills, emphasizing the significance of effective communication and teamwork in navigating intricate landscapes.

Furthermore, the networking opportunities within the IIA cannot be overstated. Members often find themselves surrounded by seasoned professionals, creating an environment ripe for mentorship and career growth. In essence, volunteering with the IIA becomes a transformative journey.





Mark Your Calendar



Upcoming Events for 2024

1. IIA TT Training Week - March 18-22, 2024:

- Project Management Skills for Internal Auditors - Delivering Audit Assignments on time and on budget
- Improving Audit Efficiency and Value using Agile Auditing
- Performing Effective and Efficient Engagement Risk Assessments
- Critical Thinking- Tools and Techniques for Internal Auditors
- Documenting Quality Audit Observations

2. International Internal Audit Awareness Month of MAY 2024:

- Advocacy Competition
- CAE Roundtable
- Ethics Forum
- Soft Skills Sessions
- 2nd Chapter Meeting for 2024



IIA

Trinidad & Tobago

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