

Results of Survey Conducted on Chartered Accountant Firms

Note:

This report is based on the feedback from the trainees working in the relevant firms.

Ratings are given by students out of 10.

All the comments, percentages and statements are purely based on the feedback. We are not responsible for loss or benefit of the stakeholders related with this data. GCA is contributing generously to provide help to the people.

A.F. FERGUSON & CO. AFF

Firm's rating: 6.7

About 80% of the trainees are satisfied with the behaviour of the seniors and managers whereas, 20% are not. Training system is working effectively at AFF as 100% trainees are satisfied with the training being providing to them. Late sitting and overtime working percentages are 60% very often and 30% occasionally. Exam leaves are being offered to most of the trainees (90%). AFF's overall environment is good as 80% of the trainees are satisfied with the firm's environment.

Other Comments of students about firm:

Induction pretty much depends on good test and interview. Risk advisory service of A.F Ferguson is disappointing. CA trainee shall not be inducted at RAS.

Avais Hyder

Trainees are satisfied with the behaviour of seniors and managers but behaviour of the partners is not good specially while granting the leaves. Feedback of the training is not satisfactory. Overtime work is occasional and overall firm's environment yet need some improvements.



Azhar Zafar

Trainees are satisfied with the behaviour of seniors and managers. Training is good there but tax hours are very little. There is no late sitting and exam leaves are given to the trainees. Students are not allowed to charge daily from the client instead the out of pocket expenses is taken by the partner and no travelling expenses are paid to students for the clients within Lahore.

Deloitte

Firm's rating: 7

About 50% of the trainees are satisfied with the behaviour of the seniors and managers whereas, 50% are not. Training system needed some improvements at Deloitte as only 70% of the trainees are satisfied with the training being providing to them. Late sitting and overtime work is 100% occasional. Exam leaves are being offered to all the trainees (100%). Deloitte's overall environment is good as we got 100% satisfied feedback.

Ernst & Young

Firm's rating: 7.8

About 80% of the trainees are satisfied with the seniors and managers whereas, 20% are not. Training methodologies are implementing effectively at EY as 80% of the trainees are satisfied with the training which is being providing to them. Late sitting and overtime working is 75% occasionally and there is 20% probability of no late sitting. Exam leaves are being offered to almost all the trainees (95%). EY's overall environment is satisfactory as 95% of the trainees are satisfied with the firm's environment.

Other Comments

I think it was the best decision of my life to apply in EY Islamabad despite many recommendations to join AFF PWC because the quality of life, experience and training that I have had at EY in my previous two years is much better than my peers at AFF. Equal opportunity and lesser involvement of politics to get allocated to good clients have motivated me to work harder and believe in myself. Department Rotation is not being followed Audit trainees have limited or no experience at all of other services and vice versa.

FRANTS

Trainees are satisfied with the behaviour of seniors and managers. Learning, training and environment feedback of the firm is good except stipend amount. Late sitting and overtime work is occasional. Exams leaves are available for the trainees.

Grant Thornton

Firm's rating: 7.4

About 80% of the trainees are satisfied with the behaviour of the seniors and managers whereas, 20% are not. Training feedback of GT is good as 90% trainees are satisfied with the training being providing to them. Late sitting and overtime work percentages are 20% very often, 60% occasionally and 20% never. Exam leaves are being offered to all the trainees (100%). GT's overall environment is having some issues as only 60% of the trainees are satisfied with the firm's environment.

Hameed Khan

Behaviour of the seniors is good but there is no manager. Working environment and training is not good. Late sitting and overtime is very often. Registration of the trainees is delayed for 6 months of each trainee. Stipend of a new trainee is started after the one year of his work i.e. 6 months after the registration. Stipend of CA student is always delayed for 2 to 4 months whereas no stipend is paid to others students. Even after ICAP's announcement, firm is still giving Rs. 6500 to CA trainees instead of 8000, or 7000 if trainee is not CA inter qualified. Exams leaves are given, but not more than a week. Principal take the assignments at lowest rates and then expects from trainees to spend the expenses from their own, especially when trainee is on outstation assignment and client is not providing residency and food. There is no proper allocation of resources, firm has total 4 trainees and the trainees have no other work except to prepare accounts and prepare file. Firm got out of QCR rating but is still working on LISTED clients, just gives a nominal % to ASLAM MALIK & CO. and take signed report from them.

Hashmi & Co.

Trainees are not satisfied with the behaviour of seniors and managers and there is no effective training. Late sitting is occasional and exam leaves are given to the trainees. Environment of the firm is not satisfactory.

Horwath Hussain Chowdry

Behaviour of the seniors is good but managers are not behaving well. Training and environment of the firm is not satisfactory. There is occasional late sitting and exams leaves are given to the trainees.

Hyder Shamsi

Trainees are satisfied with the behaviour of the seniors and managers. Training and environment of the firm is not good. Late sitting is occasional and there is issue of exam's leaves. There should be more training seminars organized in firms, at least one seminar or training class should be conducted by firm's management to enhance the skills of trainee's.

ILYAS SAEED & Co.

Trainees are not satisfied with the behaviour of the seniors and managers. Training is not good there as expected. Late sitting and overtime work is very often but exam leaves are given to the trainees. Environment of the firm is not satisfactory.

J.A.S.B & Co.

Behaviour of the seniors and managers is not good there. Training and environment of the firm is not very much effective. Late sitting is very often but exam leaves are given to the trainees.

Kabani

Trainees are satisfied to some extent with the behaviour seniors and mangers. One of the managers is only CA foundation qualified. Training and environment of the firm is not satisfactory.



Late sitting is occasional and exam leaves are given to the trainees. Firm's rating is low due to lack of balanced approach. Partners spend most of their time in Lahore office and visits very occasionally to Islamabad office.

KPMG Taseer Hadi & Co.

Firm's rating: 5.5

About only 45% of the trainees are satisfied with the seniors and managers whereas, 55% are not. 60% of the KPMG's trainees are satisfied with the training and 30% of the trainees are saying it's just ok. Late sitting and overtime work percentages are 60% very often and 40% occasionally. Exam leaves are being offered to most of the trainees (90%). Working environment at KPMG is not good as only 20% of the trainees are satisfied with the firm's environment.

Other Comments:

Firm is providing good learning opportunities for its trainee students. Apart from being designated as trainee. A proper designation should be given as the practice in existence all over the world with suitable pay of remuneration which should be at least Rs. 20,000. We are paid Rs. 8,000 which is even below the minimum wage level, which is extreme, unjust to ICAP students and the only body responsible for it is sole ICAP itself. It's true that firm experience is match less to industry. But it's either true that industry experience has wider horizon that firms failed to provide. KPMG saves your E module attempt. You can join it after result you get register on your joining date which is before JUNE or DECEMBER; interneers get register from the date they pass their paper, in this way your Module E attempt is not wasted. Major and most of the clients fall in Islamabad and adjacent to KPK regions are with KPMG. KPMG Islamabad's speciality is in oil and gas sector. There is no outage of work and is rare that someone remains unallocated for max time of 2 to 3 weeks. Every year rotating to Dubai, Oman, Saudi Arabia, Bahrain is being availed by trainees for 2 to 3 months on meeting certain criteria of seniority and work feedback.

Malcus and Myre

Behaviour of the seniors and managers is not good. Training and environment is not satisfactory. There is very often late sitting and trainee also facing issue of exam leaves.

Mudassar & Ehtisham

There is satisfactory behaviour of seniors and managers. Training and environment of the firm is not good. Late sitting is very often and exam leaves are given to the trainees.

Muniff Zaiuddin

Firm's rating: 5

About 50% of the trainees are satisfied with the behaviour of the seniors and managers and remaining 50% are not. Training and environment of the firm need some improvements as only 30% of the trainees are satisfied with the current system. Late sitting is 70% occasional and 30% very often. Exam leaves are given to almost all the trainees.

Naveed Zafar Ishfaq Jaffery

Behaviour of the seniors and manager is satisfactory. Training and environment of the firm is not good as expected by the trainees. There is no late sitting and exam leaves are given to the trainees. Firms paid stipend late and it remains always in receivable.

Parker Randall AJS

Seniors and managers are not behaving well with the trainees. Training is just ok but environment is quite strict. Exam leaves are given to the trainees and late sitting is very often.

RACO

Firm's rating: 5.75

About 100% trainees are satisfied with the behaviour of managers and behaviour of seniors is not good there. Training feedback is good at RACO as 80% of the trainees are satisfied with the training being providing to them. Late sitting is very often there as 75% is very often and 25% occasionally. Exam leaves are being offered to all the trainees (100%). RACO's overall environment is good as 100% trainees are satisfied with the firm's environment.

Rafaqat Mansha Mohsin Dossani

Trainees are satisfied with the behaviour of the seniors and managers. Environment of the firm is quite good but training is not effective. Late sitting is occasional and exam leaves are given to the trainees.

Riasat Ishtiaq

Behaviour of the seniors and managers with trainees is good. There is problem of training and also environment of the firm is not suitable. Late sitting is occasional and exam leaves are given to the trainees.

RAHMAN SARFARAZ RAHIM IQBAL RAFIQ

Firm's rating: 6

About 100% of the trainees are satisfied with the behaviour of seniors and managers. Training methodologies implementing at RSRIR as 90% trainees are satisfied with the training being providing to them. Late sitting and overtime work percentages are 75% very often and 30% occasionally. Exam leaves are being offered to most of the trainees (90%). RSRIR's overall environment is 50/50 as 50% of the trainees are satisfied with the firm's environment and 50% are not satisfied.

S.M. Masood

Trainees are satisfied with the behaviour of the seniors and managers. Training is not good as expected there but environment of the firm is satisfactory. Late sitting is occasional and exam leaves are given to the trainees.

SARWARS Chartered Accountants

Behaviour of the seniors and managers is not good there. Training and environment of the firm is not satisfactory. Late sitting is occasional and exam leaves are not given to the trainees.

Shahid Ahmad

Trainees are satisfied with the behaviour of the seniors and managers. Training and environment of the firm is quite good. Late sitting is occasional and exams leaves are given to the trainees.

TAMG

Firm's rating: 5.6

About 100% of the trainees are satisfied with the behaviour of seniors and managers. Training methodology is just ok at TAMG as 67% of the trainees are saying its just ok and remaining 33% are satisfied. Late sitting and overtime work percentages is 60% very often and 30% occasionally. Exam leaves are being offered to most of the trainees (90%). AFF's overall environment is good as 80% of the trainees are satisfied with the firm's environment.

Tanzeem & Co.

Behavioural feedback of the seniors and managers is good. Training and environment of the firm is satisfactory. Late sitting is very often and exam leaves are given to the trainees.

Yusuf Saeed

Trainees are satisfied with the behavior of the seniors and managers. Environment of the firm is good but there is no effective training. There is no late sitting and firm gives exam leaves to the trainees.

Zeeshan Ali & Co.

Managers and seniors are supportive and guide the trainees during the engagements about shortcomings and what they are expected. Environment and training of the firm is quite good. There is no late sitting and exam leaves' being given to the trainees.

Zahid Jameel

There is no qualified senior and manager's behavior is not good. Training is quite bad the environment of the firm is not supportive. There is very often late sitting and firm gives exam leaves to the trainees. They do not give stipend to the student for the last month of training. There are two cases during my (responder) period. ICAP should strictly ensure that the qualified person should run the firm and provide good training to the students.