

The Audit Trail...

NEWSLETTER



The Institute of
Internal Auditors
Trinidad & Tobago



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The Global Internal Audit Standards are in full effect!

Internal audit functions are expected to be in conformance with the Global Internal Audit Standards now. The Standards guide the worldwide professional practice of internal auditing and serve as a basis for evaluating and elevating the quality of the internal audit function.

The New Standards...

[Read Now](#)

...are streamlined,
simplified, and
all in one place.



MESSAGE FROM THE PRESIDENT

As we embark on 2025, I would like to take a moment to express my heartfelt gratitude to our exceptional members, partners and Chapter Board for your unwavering support and invaluable contributions to the Institute of Internal Auditors (IIA) Trinidad and Tobago Chapter. It has been an incredible journey working together to elevate the internal audit profession in our community.

Reflecting on the successes of 2024, we eagerly anticipate the opportunities of 2025 to strengthen our profession through collaboration, engage with industry developments, develop our students and provide high quality professional development to our members. We have planned an array of dynamic events, training sessions, and networking opportunities that we encourage you to take full advantage of.



The new Global Internal Audit Standards™ will elevate the profession and support practitioners in performing any audit, anywhere, according to the one-and-only IIA Standards.

Standard 1.1 highlights the requirement for Internal auditors to exhibit **professional courage** by communicating truthfully and taking appropriate action, even when confronted by dilemmas and difficult situations. It underscores integrity and ethics in carrying out our duties as internal auditors.

Let's continue to grow, learn, innovate and succeed in 2025 and beyond. Together, we will drive excellence, share knowledge, and ensure the internal audit profession remains integral in fostering robust governance, transparency and accountability.

CELEBRATING OUR MEMBERS

A Night to Remember

On November 27, 2024, the IIA TT hosted its highly anticipated annual membership event at Toppers Restaurant, Grand Bazaar. The evening brought together members, partners, and friends to celebrate a year of achievement, collaboration, and growth in a warm and festive atmosphere.

The event was a resounding success, filled with moments of joy, connection, and celebration. Guests enjoyed a delightful dinner, featuring a variety of local and international dishes, followed by decadent desserts that delighted every palate. The culinary experience was only matched by the lively entertainment throughout the evening.

The ambiance was elevated by a talented singer who serenaded the audience with a repertoire of timeless classics and contemporary hits, adding a touch of sophistication to the evening. Karaoke added an extra layer of fun, as members and partners enthusiastically took to the mike, earning cheers with some performances earning standing ovations. Adding to the celebratory atmosphere, attendees received a simple yet thoughtful token of appreciation, symbolizing the Chapter's gratitude for their ongoing support.

The giveaways were another highlight of the evening, with lucky members walking away with prizes that ranged from professional resources to indulgent treats. These moments of surprise and excitement further underscored the Chapter's appreciation for its members.

The event also provided a platform for fostering deeper connections. Members mingled with partners such as ACCA Caribbean, Ernst and Young Services Limited, HRMATT, and the ISACA Trinidad and Tobago Chapter. The shared conversations and collaborative spirit were a testament to the strong partnerships that have been built over the years.



CELEBRATING OUR MEMBERS

Honoring Achievements and Welcoming New Faces

At our end of year event, we proudly recognized the accomplishments of our 22 newly certified members, six (6) of whom were present to receive their accolades. We also extended a warm welcome to our 36 new members, including four (4) who joined us at the event:

- Hannah Harold
- Janelle Pierre
- Karen John
- Vonchaz Martin D. Lum York



Newly Certified Members



Nicholas Bhagwandeem, CIA



Shamira Ramkissoon - Certification Officer (L) with newly certified members



Roann Mahabalsingh, IAP
IIA TT Scholarship Winner



Marlon Woodruffe, CRMA
Governor - IIA TT Chapter



Neala Samaroo, IAP
IIA TT Scholarship Winner



Keva Guerin nee Griffith, CIA



Damani Garcia, IAP

CELEBRATING OUR MEMBERS

New Member: Hannah Harold

Joining the Institute of Internal Auditors (IIA) has been an incredible honor and an exciting opportunity for me. A few years prior to the scholarship competition, I became aware of the IIA and its mission. I always wanted to participate but initially lacked the confidence to take that step.

Learning about its function and support for advancing the internal audit profession, promoting high standards, and providing valuable resources, inspired me to finally take part in the competition. As someone passionate about internal auditing and its role in fostering accountability and transparency, it was not a natural step, but a step to widen my vision and mind by joining this community.

One of the key reasons I chose to join the IIA is the unparalleled access to knowledge and professional development opportunities it offers. The internal audit profession is dynamic, and constantly evolving with new challenges and innovations. The IIA's wealth of resources, including training programs, certifications, and thought leadership, provides the tools I need to stay ahead and excel in my career. For example, the globally recognized Certified Internal Auditor (CIA) designation is something I aspire to achieve, and being part of the IIA brings me closer to that goal.

Networking is another crucial aspect that attracted me to the IIA. The chance to connect with seasoned professionals, exchange ideas, and learn from their experiences is invaluable. As a new member, I am excited to engage with peers who share my passion for internal auditing and who can offer guidance as I navigate my career path. I firmly believe that these connections will not only enhance my professional journey but also inspire me to contribute meaningfully to the field.



“
To those considering joining the IIA, I would say this: the IIA is more than just a professional organization; it is a vibrant community of like-minded individuals committed to advancing the profession and supporting one another's growth. Becoming a member is an investment in your future, offering both personal and professional rewards.”

I am immensely grateful for the scholarship and the chance to be part of the IIA. I look forward to contributing to this dynamic community, learning from its wealth of expertise, and growing as an internal audit professional. I hope my story inspires others to take the leap and join this remarkable organization.

UNLOCKING THE POTENTIAL: BENEFITS OF MEMBERSHIP

3 Levels of IIA Membership

For individuals, groups, and Chief Audit Executives (CAEs), becoming a member of the IIA offers unparalleled opportunities to enhance their professional standing, skills, and value contribution. Below, we explore the benefits of IIA membership at these three (3) levels.

Individual Membership – Elevate Your Professional Journey

- Access to Global Standards and Best Practices
- Professional Development and Certification Opportunities
- Networking and Community Engagement
- Career Advancement

Group Membership – Strengthening Team Capabilities

- **Unified Training and Development**

Access to consistent, high-quality training programs, fostering alignment with best practices and the latest industry trends.

- **Cost-Effective Professional Growth**

Save on training and certification costs by enrolling multiple employees.

- **Enhanced Collaboration and Knowledge Sharing**

Tailored workshops, regional events, and knowledge-sharing forums, empowering teams to work cohesively while staying informed of emerging risks and controls.

- **Recognition as an Employer of Choice**

Demonstrate commitment to professional excellence, attract top-tier talent and foster employee loyalty.

Chief Audit Executives – Driving Strategic Impact

- **Access to Exclusive Resources**

Specialized tools, such as research papers, benchmarking reports, and best practice guides, to shape the department’s strategy and align with organizational objectives.



Chief Audit Executives (Cont’d)

- **Leadership Development**

Access leadership training programs, helping CAEs refine their ability to lead diverse teams and navigate complex corporate environments.

- **Strategic Networking Opportunities**

CAEs can connect with peers and industry leaders through exclusive forums, fostering strategic partnerships and sharing insights on emerging risks.

- **Advocacy for the Profession**

Participate in global initiatives that promote the value of internal audit, and enhance the profession’s reputation and influence.

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4TH CHAPTER MEETING 2024

Conflict Management for Internal Auditors

The 4th and final Chapter Meeting for the year 2024 was held on October 28, 2024. This session focused on the topic “Conflict Management for Internal Auditors” and was facilitated by Ms. Akida Mohammed, Industrial Relations Consultant and Lecturer. Ms. Mohammed covered the following key areas:

- Understanding conflicts
- Getting to real needs vs position
- Effective Listening
- Reframing
- Handling your anger
- Handling the anger of others



The IIA TT expresses sincerest gratitude to Ms. Mohammed for leading an exceptionally insightful session.

THANK YOU!

Mr. Shastri Mohammed, Member IIA TT accepts a token of appreciation on behalf of his wife, Mrs. Akida Mohammed for her presentation at the 4th Chapter Meeting of 2024.

FREE WEBINARS - Q4, 2024

Cybersecurity Webinar

In recognition of October as Cybersecurity month, the IIA TT partnered with the **ISACA TT Chapter** to host a free webinar on ***Crisis Management and Cybersecurity Incident Response*** on October 2, 2024. Given that cybersecurity risks have become more widespread, complex and increasing in severity, this was a highly anticipated and timely session.

The webinar was engaging and insightful with over 200 attendees. The IIA TT expresses heartfelt thanks to the PwC team of Anthony Zamore, Alana Warden and Justin Narine - Ramseypaul for their timely and insightful presentation.



Public Sector Webinar

The IIA TT conducted a webinar: ***“Building an effective Internal Audit function in the Public Sector”*** on November 15, 2024 which covered the following:

- Linkages between the Global Internal Audit Standards and public sector internal auditing.
- Main challenges facing public sector internal audit activities and measures to address them.
- Ethics and professionalism in public sector internal auditing.
- Key components and practices for establishing an effective governance structure.
- Managing IA resources to implement the function’s strategy and achieve its plan and mandate.

The presenter for the webinar was IIA TT Board member, **Mr. Simeon Mohammed**. The IIA TT thanks Mr. Mohammed for sharing his expertise in public sector internal auditing.

COLLABORATIONS

Strengthening Integrity: Combating Fraud Through Effective Governance

The IIA TT partnered with **ACCA Caribbean** to host an in-person breakfast seminar on **Strengthening Integrity: Combating Fraud Through Effective Governance** on October 17, 2024 at the Arthur Lok Jack GBS. The presentations focused on these key areas:

- Understanding Fraud, Governance and Its Impact
- Internal Controls and Compliance
- The Role of Technology in Fraud Prevention
- Ethical Leadership and Culture

The session was well attended with over 100 participants. We extend sincere thanks to the presenters, sponsors and ACCA Caribbean.



CELEBRATING PARTNERSHIPS

The IIA TT celebrates its partnerships with leading professional organizations: ACCA Caribbean, ISACA T&T Chapter and the Human Resource Management Association of Trinidad and Tobago (HRMATT). These collaborations foster innovation, enhance knowledge-sharing, and elevate internal auditing and governance across the Caribbean.

From L to R: **Teri Ann Thomas** - Member Engagement Manager - ACCA Caribbean, **Esther Callender-George** - President - ISACA TT Chapter, **Rita Purdeen-Nandlal** - President - IIA TT Chapter, **Shane Kissoon** - Business Development Manager - ACCA Caribbean, **Cavelle Joseph St. Omer** - President - HRMATT, **Allsha Long** - Membership Officer - HRMATT

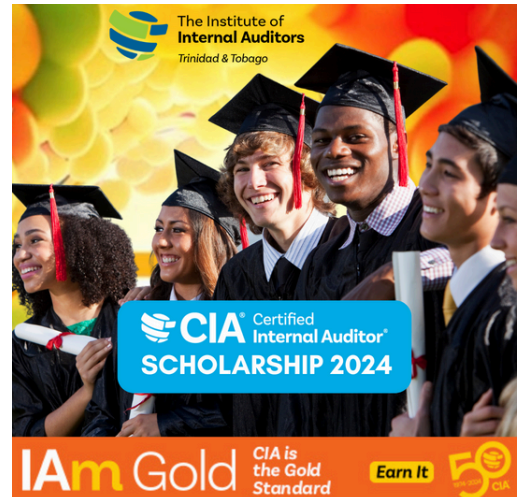
CERTIFICATION CORNER

CIA SCHOLARSHIP WINNER 2024

Announcing the Winner of the IIA TT CIA Scholarship!!

In celebration of the IIA Trinidad and Tobago Chapter's 36th Anniversary and the CIA's 50th Anniversary, the chapter offered members a unique opportunity to advance their careers with the CIA Scholarship.

Covering exam fees, study materials, and more, the scholarship was designed to support members in mastering the 3-part CIA exam and elevating their professional credibility. We are thrilled to announce that **Hannah Harold** is the winner of the 2024 CIA Scholarship!



Hannah Harold - The IIA TT CIA Scholarship Winner 2024, congratulated by **Rita Purdeen-Nandlal**, Chapter President and **Shamira Ramkissoon**, Certification Officer

CONGRATULATIONS

Hannah Harold!

As a new member of the IIA TT Chapter, Hannah's dedication and impressive application stood out with her presentation on Internal Audit's Role in Fraud Risk Management. We can't wait to see her excel on her CIA journey!



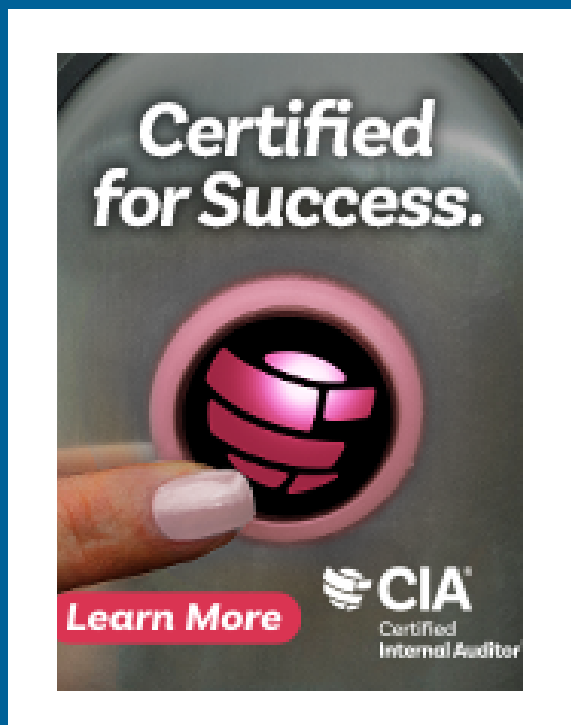
CERTIFICATION CORNER

CONGRATULATIONS to our newly certified members!



- ★ Michelle Davis
- ★ Stefan Andre Shairsingh
- ★ Shannon Mc Leod
- ★ Nazia Ali - *IAP Scholarship Winner*

- ★ Nkenge Burke - Advocacy Officer, IIA TT Chapter



- ★ Sheniece Dehere
- ★ Elizabeth Sue
- ★ Stephanie Bhagwat
- ★ Darren Andall

Congrats
ON YOUR
milestone!

CERTIFICATION CORNER

My Journey to the Certified Internal Auditor Designation

It was truly a journey—one filled with highs and lows, but also with growth, determination, and purpose. I want to first express my sincere gratitude to God for his many blessings, and to my rock, my dear wife, Mrs. Jacqueline Craigg-Andall, whose unwavering support carried me through this challenge.

In 2022, I believed the CIA Challenge Exam was my fastest route to certification. Balancing life, work, and other priorities, I diligently prepared. I took the exam through the PearsonVue System, finished it, and nervously checked my results—only to find that I had missed the pass mark by mere single digits. I was crushed.

Fast forward to 2023. After taking a break from the CIA program, I once again prepared for the Challenge Exam. I gave it my all, determined to succeed this time. But when the results came, it was another marginal fail. This time, I was completely gutted. I began to question whether the CIA designation was even for me.

But in those moments of doubt, I sought guidance. Conversations with key mentors and other professionals including Mr. Randy Marcano, and Mr. Justin Smith helped me regain focus. After deep reflection, I decided to abandon the Challenge Exam and instead take the longer route—completing the CIA the traditional way, part by part.

And that's where the story shifts! In March 2024, I began serious preparations for CIA Part 1, and by May 2, 2024, I passed. Energized by this success, I immediately moved on to Part 2, sat the exam on August 19, 2024, and passed again. Driven by my commitment to achieve the full CIA designation, I didn't stop there. I poured my efforts into preparing for CIA Part 3 and, on November 11, 2024, I passed that too.



DARREN ANDALL

CIA, MBA, FCCA, CA, BSC, ACDA I-III, CERT. AIF



Moral of the story:

“The race is not for the swift but for those who endure to the end.

Keep pushing forward— you’ve got this!”



To all CIA aspirants, my advice is simple: Stay focused and persevere. Once you put in the work and practice, success will follow. The achievement of this milestone will leave a lasting impact on your life, your professional growth, and your opportunities to connect with a global network of auditors.

Keep pushing forward—you’ve got this!

CERTIFICATION CORNER

Get designated. Be distinguished.

The **Internal Audit Practitioner** 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.

[READ MORE](#)



Success is measured by the impact you make.

The **Internal Audit Practitioner** designation supports **new auditors** as they take the first step on their internal audit career journey, and their pursuit of becoming a Certified Internal Auditor® (CIA®). A designation signifies you possess internal audit aptitude and foundational knowledge of the *Standards*.

- Enjoy less restrictive education and employment requirements.
- Understand and align with The IIA's *Standards*.
- Follow the pathway to becoming a CIA.
- Demonstrate internal audit aptitude.

Program Overview:

- 5 domain areas dealing with a set of IIA *Standards*
- 2-hour, 1-part examination
- 3 years to enroll in the CIA program



VOLUNTEERS' VOICES

My Volunteer Journey - Geeta Canning

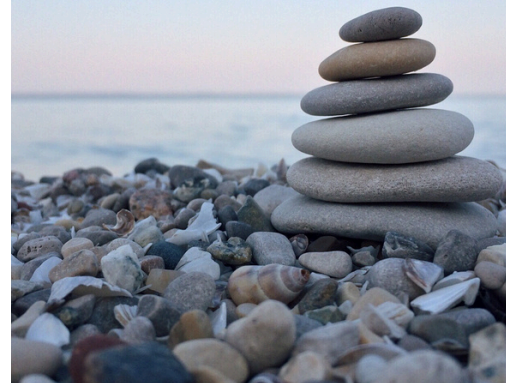
My volunteering experience with the IIA TT started in 2021; a decision that I continue to embrace as I have seen the benefits both professionally and personally. As a volunteer member of the Government Relations Committee, the last 2 years has been an exciting journey working together with like-minded professionals with the common purpose of building relationships and providing service to public sector internal audit departments, units and personnel.

[READ MORE](#)

on how you too can volunteer with the IIA.

VOLUNTEER

Influence, Innovate and Lead



GEETA CANNING

Volunteer - Government Relations
Committee

Volunteering takes time but it is an enriching and rewarding experience being part of a team, being part of something bigger; being an agent for change. As a volunteer, you too have the opportunity to make things better, to help others and to grow as a professional.

“

*Start where you are.
Use what you have.
Do what you can.*

Arthur Ashe

”

GIVING BACK

Internal Audit Foundation

For more than four decades, the Internal Audit Foundation has been critical to the evolution of the profession; exploring current issues and future trends, and providing the research and educational tools to help you stay competitive and competent.

The Foundation has delivered over 250 research reports covering the full spectrum of issues facing the profession. Access [Risk in Focus 2025 here](#).

The IIA TT is proud to support the work of the Internal Audit Foundation by making a donation in October 2024.



[READ MORE](#)

Rotary Club of San Fernando - Annual Charity Golf Tournament



The Rotary Club of San Fernando South held its Annual Charity Golf Tournament on Sunday 29th September 2024 at the Point a Pierre Sports Club.

The IIA TT was a proud sponsor of 2 players at this event: Mr. Steve Durgadeen and Mr. Sarwan Maharaj



UPCOMING EVENTS



Special Member Meeting and 1st Chapter Meeting 2025

February 6, 2025



Training Week

March 19 - 23, 2025



The New Standards...

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...are streamlined,
simplified, and
all in one place.

