



The Institute of Chartered Accountants of India
(Set up by Act of Parliament)

AUDIT

QUALITY MATURITY MODEL

Version 1.0

CAQ
Centre for Audit Quality

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Audit Quality Maturity Model
Version 1.0 (AQMM v1.0)



Centre for Audit Quality
The Institute of Chartered Accountants of India
(Set up by an Act of Parliament)
New Delhi

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Message from President, ICAI



CA. Nihar N. Jambusaria

President, ICAI

Quality audit is an important part of an organization's quality management system and is a key element in the Audit Firm's overall quality system standards. With the advancement of new technologies, it is all the way more important for Auditors to get their hands on new-age technologies like Data Analytics and Robotic Process Automation and made constant improvements in the Audit Quality matrix.

The Audit Quality Maturity Model -Version 1.0 (AQMM v1.0) is a capacity-building measure initiated by ICAI and the objective of this Evaluation Matrix is for sole proprietors and Audit firms to be able to self-evaluate their current level of Audit Maturity, identify areas where competencies are good or lacking and then develop a road map for upgrading to a higher level of maturity.

I am pleased to note that it is a cross-functional model and covers operations, HR and functional setup of the firm. It also covers engagement teams, firm leadership, IT helpdesk, audit tools, human resources team, administration department, legal cell, networking, and the management information systems desk of the firm.

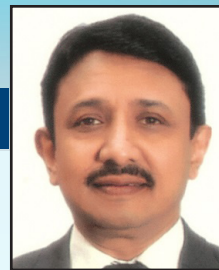
I compliment CA. Durgesh Kumar Kabra, Convenor, CA. Shrinivas Y. Joshi, Deputy Convenor, and other members of the Centre for Audit Quality for bringing out this Model to assist the members in evaluating and then enhancing their audit quality delivery.

I am confident that the members and other stakeholders would find this AQMM highly useful in their professional journey.

Place: New Delhi

Date: June 24, 2021

Message from Vice President, ICAI



CA. (Dr.) Debashis Mitra
Vice-President, ICAI

The professional bodies and the regulators across the globe are increasingly focusing towards technological-driven mechanisms that can bring operational efficiency to a great extent. The recent advances in technology have substantially transformed the business models and have brought about significant changes in day-to-day operations.

The Institute of Chartered Accountants of India (ICAI) has been taking numerous initiatives towards enhancing the potentials and competence of its stakeholders in accounting, auditing and assurance. The Audit Quality Maturity Model- Version 1.0 (AQMM v1.0) developed by the Centre for Audit Quality will help build the capacities of our membership. The prime objective of the Evaluation Matrix is to provide an opportunity to the Audit Firms to self-evaluate their current level of Audit Maturity. It is worth mentioning that this model recognizes the importance of human capital, the most crucial resource for the firms and will help to strengthen its operations.

The AQMM v1.0 shall appropriately and effectively guide the users about the relevant tools and techniques to be utilized along with their respective significance, mechanism and utility.

I compliment CA. Durgesh Kumar Kabra, Convenor, CA. Shrinivas Y. Joshi, Deputy Convenor and other members of the Centre for Audit Quality for bringing out the AQMM v1.0 to assist the members in enhancing their audit quality.

I am sure that the AQMM v1.0 shall be useful and relevant to the users of the model.

Place: New Delhi

Date: June 24, 2021

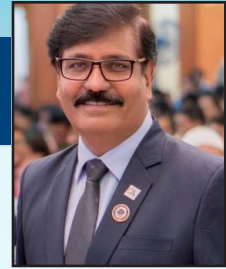
Message from Convenor, CAQ and Deputy Convenor, CAQ

Audit quality is the hallmark of the audit profession. Today stakeholders have grown beyond shareholders and business organizations, industry, and the Government rely upon the assurance given by the Chartered Accountants for sound financial accounting, reporting, and effective financial management. Chartered Accountants with their strong expertise render high-quality services that ultimately benefit the economy.

The Centre for Audit Quality (CAQ) strives to provide an angular discussion on audit quality. Today technology is causing major disruptions in the accounting and auditing world. Robotics Process Automation and Data Analytics can act as force and speed multipliers for auditors. The recent advances in technology have significantly changed the way we audit these days.

The Audit Quality Maturity Model- Version 1.0 developed by the Centre for Audit Quality will help build the capacities of our members. The prime objective of the Evaluation Matrix is to provide an opportunity to the Audit Firms to self-evaluate their current level of Audit Maturity.

The Audit Quality Maturity Model – Version 1.0 (AQMM v1.0) is a cross-functional evaluation model for practicing firms covering engagement teams, firm leadership, IT helpdesks, human resources team, administration department, legal cell and the management information systems desk of the firm. It is a unifying force for having all hands on deck to help steer the firm from the brown waters of unplanned audits to the blue waters of being globally recognized for audit quality.



CA. Durgesh Kumar Kabra
Convenor, CAQ



CA. Shrinivas Yeshwant Joshi
Deputy Convenor, CAQ

The AQMM v1.0 has been developed after deep international research on systems to enhance audit quality and widespread outreach activities have been conducted across India. This capacity building measure of ICAI will significantly empower the firms to be able to improve their audit quality.

We would like to profusely thank all the members of the Group constituted to help develop the Audit Quality Maturity Model – Version 1.0, viz., CA. Aniket Sunil Talati, CCM, CA. G. Sekar, CCM, CA. M P Vijay Kumar, CCM, CA. Prakash Sharma, CCM, CA. (Dr.) Sanjeev Kumar Singhal, CCM, CA. Amarjit Chopra, Past President, CA. Nilesh Vikamsey, Past President, CA. Archana Bhutani, CA. Manish Sampat, CA. P. R. Ramesh, CA. Rajani Kesari, CA. Rakesh Rathi, Ms. Ritika Bhatia, Principal Director (Commercial), Office of the CAG, CA. Shailesh Haribhakti, CA. Sushil Agarwal, CA. Vikas Kasat, and CA. Vikas Pansari for their dedication and support. We would specially like to thank CA. (Dr.) Debashis Mitra, Vice President, ICAI for his able leadership as Convenor of the Group to help develop Audit Quality Maturity Model – Version 1.0.

We would also like to thank all members of the Centre for Audit Quality - CA. Nihar N Jambusaria, President, ICAI (Ex-officio member), CA. (Dr.) Debashis Mitra, Vice President, ICAI (Ex-officio member), CA. Atul Kumar Gupta, CA. Nandkishore Chidamber Hegde, CA. G. Sekar, CA. Prakash Sharma, CA. Satish Kumar Gupta, CA. (Dr.) Sanjeev Kumar Singhal and the special invitees to the CAQ - CA. T.V. Mohandas Pai, Chairman, Aarin Capital Partners, Ms. Ritika Bhatia, Principal Director (Commercial), Office of C&AG and Mr. Atma Sah, Joint Director, Ministry of Corporate Affairs.

We are extremely thankful to CA. Nihar N. Jambusaria, President, ICAI and CA. Atul Kumar Gupta, Past President for taking the visionary step of setting up the Special Purpose Directorate - Centre for Audit Quality (CAQ) and for supporting the activities of the Centre for Audit Quality.

We also wish to thank CA. Ambalika Singh, Secretary, CAQ and other office staff for their hard work in giving the AQMM v1.0 its final shape. I am sure that the AQMM v1.0 shall be useful and relevant to the users of the model.

Place: New Delhi

Date: June 24, 2021

Audit Quality Maturity Model Version 1.0 (AQMM v1.0)

Explanatory Memorandum on Applicability of Audit Quality Maturity Model - Version 1.0 (AQMM v1.0)

The Audit Quality Maturity Model -Version 1.0 (AQMM v1.0) is a capacity building measure initiated by ICAI and the objective of this Evaluation Matrix is for sole proprietors and Audit firms to be able to self-evaluate their current level of Audit Maturity, identify areas where competencies are good or lacking and then develop a road map for upgrading to a higher level of maturity.

In the Council meeting held on January 9, 2021 it was decided that the both the Peer Review Board and the Centre for Audit Quality (CAQ) would need to develop the ecosystem which is acceptable to both and such collaborative approach would have the advantage of the CAQ developing the quality standards and Peer Review Board testing the said standards.

Using the above-mentioned collaborative approach, the **AQMM v1.0 would be recommendatory** initially and after 1 year the Council will review the date from which it would become mandatory.

Firms auditing following entities are covered in AQMM v1.0:

(a) A listed entity; or

(b) Banks other than co-operative banks (except multi-state co-operative banks); or

(c) Insurance Companies

However, firms doing only branch audits are not covered.

The AQMM v.1.0 status should however not be publicized or mentioned by sole proprietors and Audit firms on the public domain e.g. on professional documents, visiting cards, letterheads, or signboards, etc. as it may amount to solicitation in view of the provisions of Chartered Accountants Act, 1949. It should not be disclosed even on a website. It may, however, be made available to anyone on the specific pull basis i.e. where he wishes to see the said status, it may be provided to him.

The Audit Quality Maturity Model – Version 1.0 (AQMM v1.0) is attached below.

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis		Score Criteria		Score Basis	Max Scores
1	PRACTICE MANAGEMENT – OPERATION				
1.1.	Practice Areas of the Firm				
i	Revenue from audit and assurance services	i.	Minimum revenue of 50% of the total revenue from audit and assurance services such as statutory audit, tax audit, internal audit, GST audit, Forensic audit, Sustainability audit, Social audit, etc., is considered specialisation, when consistently witnessed for a period of 3 years. (Exception applies only in case of acquisition of another firm or a group of professionals).	(i) 50% to 75% – 5 Points (iii) Above 75% – 8 Points	8
ii	Does the firm have a vision and mission statement? Does it address Forward looking practice statements/Plans?	i.	Scoring based on presence and implementation or Not. Answers: Yes/No	For Yes – 4 Points For No – 0 Point	4
	Total				12
1.2.	Work Flow - Practice Manuals				
i.	Presence of Audit manuals containing the firm's methodology that ensures compliance with auditing standards and implementation thereof.		Scoring based on Presence or Not. Answers: Yes/No	For Yes – 8 Points For No – 0 Point	8
ii.	Availability of standard formats relevant for audit quality like - - LOE - Representation letter - Significant working papers - Reports and implementation thereof		Scoring based on Presence or Not. Answers: Yes/No	For Yes – 8 Points For No – 0 Point	8
	Total				16

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis	Score Criteria	Score Basis	Max Scores	
1.3. Quality Review Manuals or Audit Tool				
i.	Usage of Client Acceptance/ engagement acceptance checklists and adequate documentaion theeof.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
ii.	Evaluation of Independence for all engagements (partners, managers, staff, trainees) based on the extent required. The firm must identify self-interest threat, familiarity threat, intimidation threat, self-review threat, advocacy threat and conflict of interest.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
iii.	Does the Firm maintain and use the engagement withdrawal/rejection policy, templates, etc?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
iv.	Availability and use of standard checklists in performance of an Audit for Compliance with Accounting and Auditing Standards	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
v.	Availability and use of standard formats for audit documentation of Business Understanding, Sampling basis, Materiality determination, Data analysis, and Control Evaluation	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
vi.	Are the documents related to Quality control mentioned from (i) to (v) above reviewed and updated on a frequent basis (say annually) or with each change in the respective regulation or statute and remedial action taken?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
Total			24	

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis	Score Criteria	Score Basis	Max Scores
1.4 Service Delivery - Effort monitoring			
i.	Does the firm carry out a Capacity planning for each engagement?	Scoring based on Presence or Not. Yes/No Answers For Yes – 4 Point For No – 0 Point	4
ii.	Is a process of Budgeting & Planning of efforts required maintained (hours/days/weeks) ?	Scoring based on Presence or Not. Yes/No Answers For Yes – 4 Point For No – 0 Point	4
iii.	Are Budget vs Actual analysis of time and effort spent carried out to identify the costing and pricing?	Scoring based on % of engagements in which the compliance with budget vs actual is carried out	20
		Up to 10% – 0 Point	
		More than 10% and up to 30% – 4 Points	
		More than 30% and up to 50% – 8 Points	
		More than 50% and up to 70% – 12 Points	
		More than 70% and up to 90% – 16 Points	
More than 90% – 20 Points			
iv.	Does the firm deploy technology for monitoring efforts spent - Utilisation of tools to track each activity (similar to Project management - Say timesheets, task management, etc.) Note: DCMM Version 2 may be referred to arrive at the technical maturity of the firm/ CA.	Scoring based on Presence or Not. Yes/No Answers For Yes – 8 Points For No – 0 Point	8
Total			36

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis	Score Criteria	Score Basis	Max Scores	
1.5	Quality Control for engagements			
i.	Does the firm have a Partner review/ Quality review for all audit assignments and is there a document of time spent for review of all engagements?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
ii.	Total engagements having concluded to be satisfactory as per quality review vs No of engagements quality reviewed	Scoring based on % of quality review with overall engagements of the same nature.	Up to 10% – 0 Point	20
			More than 10% and up to 30% – 4 Point	
			More than 30% and up to 50% – 8 Points	
			More than 50% and up to 70% – 12 Points	
			More than 70% and up to 90% – 16 Points	
			More than 90% – 20 Points	
iii.	No. of engagements without findings by ICAI, Committees of ICAI and regulators that require significant improvements	Scoring based on % of engagement meeting quality review standards with overall engagements of the same nature. The percentage of engagements meeting quality review standards would be based on findings vis-à-vis the selection and not findings vis-à-vis the total number of engagements. The point based system would be based on significant findings alone and recommendatory findings would serve as a roadmap for improvement.	10% to 30% – 4 Point	20
			More than 30% and up to 50% – 8 Points	
			More than 50% and up to 70% – 12 Points	
			More than 70% and up to 90% – 16 Points	
			More than 90% – 20 Points	

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis	Score Criteria	Score Basis	Max Scores	
iv.	Documentation of the firm in accordance with SQC 1	Scoring based on Presence or Not (Yes/No Answers) in the below mentioned areas: (a) Leadership responsibilities for quality within the firm. (b) Ethical requirements (c) Acceptance and continuance of client relationships and specific engagements. (d) Human resources. (e) Engagement performance. (f) Monitoring.	For the presence of documentation in the critical areas of Ethical requirements, Acceptance and continuance of client relationships and specific engagements, and Engagement performance – 6 Points For the presence of documentation in the areas of Leadership responsibilities for quality within the firm, Human resources, and Monitoring – 6 Points	12
v.	Does the firm have Accounting and Auditing Resources in the form of soft copies of archives Q&As, firm thought leadership, a dedicated/ Shared Technical desk?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
vi.	Is appropriate time spent on understanding the business, risk assessment and planning an engagement? How have risks been mitigated through performance of audit procedures?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 12 Points For No – 0 Point	12
Total				80

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis	Score Criteria	Score Basis	Max Scores
1.6	Benchmarking of service delivery		
i.	Does the firm follow/ implement Standard delivery methodology – the adoption of audit manuals, adherence to practice standards and tools?	Scoring based on Presence or Not. Yes/No Answers For Yes – 4 Points For No – 0 Point	4
ii.	The number of statutory audit engagements re- worked (filing errors, information insufficiency, wrong interpretation of provisions, etc.)	Negative Scoring based on %	0
		Less then 5% – 0 Point	
		More than 5% to 15%: (-1) Point	
		More than 15% to 30%: (-2) Points	
		More than 30% to 50%: (-3) Points	
More than 50%: (-4) Points			
iii.	Number of client disputes (other than fees disputes) and how they are addressed.	Negative Scoring based on % of clients	0
		Less then 5% – 0 Point	
		More than 5% to 15%: (-1) Point	
		More than 15% to 30%: (-2) Points	
		More than 30% to 50%: (-3) Points	
More than 50%: (-4) Points			
iv.	Are the timing of audit interactions with management planned in such a way that integrates with the auditor's requirements so that audit timelines can be met? [Review frequency of backlog, engagement agreed upon and not commenced, WIP, etc. (Excl. of client-side delays)]	Scoring based on Presence or Not. Yes/No Answers For Yes – 12 Points For No – 0 Point	12
Total			16

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis		Score Criteria	Score Basis	Max Scores
1.7	Client Sensitisation			
i.	<p>Awareness meetings and Knowledge dissemination meetings/ articles/document sharing with clients including:</p> <ol style="list-style-type: none"> 1) Updating client on audit issues, formally-effectiveness of the process of communication with management and those charged with Governance; 2) Updating client on changes in accounting, legal, audit aspects, etc with client specific impact; and 3) Follow through on previous audit observations and updates to management and those charged with Governance. 	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
ii.	Monitoring planned hours vs actual hours across engagement; the focus is on the existence of a monitoring mechanism	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
	Total			16
1.8	Technology Adoption			
i.	Technology adoption at Office–	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	<ul style="list-style-type: none"> • Internal communication - chats 	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	<ul style="list-style-type: none"> • Has the firm automated its office with automated Attendance System and Leave management? 	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	<ul style="list-style-type: none"> • Project or activity management/ Timesheet management, 	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	<ul style="list-style-type: none"> • Digital storage of records (scan, etc.), 	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis		Score Criteria	Score Basis	Max Scores
	• Centralised server/ Cloud	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Digital Library (Own or ICAI)	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Client interaction (Alerts, updates, availability of information in website, etc),	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Video conferencing facilities adopted,	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Does the firm use only licensed operating system, software etc.?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Own E-mail domains, E-mail usage policies, etc.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Use of anti-virus and malware protection tools,	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Data security, etc	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
	• Cyber security measures	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
ii.	Awareness and Adoption of Technology for Service delivery – Say, use of Audit tools, usage of analytical tools, use of data visualisation tools or adoption of an audit tool. Note: DCMM Version 2 may be referred to arrive at the technical maturity of the firm/ CA.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 12 Points For No – 0 Point	12
	Total			64
1.9	Revenue, Budgeting & Pricing			
i.	Whether the client wise revenue is in compliance with the Code of Ethics (currently fees from one client should not exceed 40% of total revenue) and once the deferred clauses of Part A are implemented this will be reduced to 15%.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis		Score Criteria	Score Basis	Max Scores
ii.	Fee considerations and scope of services should not infringe upon the quality of work and documentation as envisaged in SQC 1 under Leadership is responsible for quality within the firm.	Scoring based on Presence or Not. Yes/No Answers	Yes – 8 Points For No – 0 Point	8
iii.	Adherence to a minimum scale of fees standards recommended by ICAI	Scoring based on Presence or Not. Yes/No Answers	For up to 50% of the engagements- 2 Points For More than 50% of the engagements – 4 Points For None – 0 Point	4
Total				16
Total of Section 1.				280
2	HUMAN RESOURCE MANAGEMENT			
2.1.	Resource Planning & Monitoring as per the firm's policy			
i.	Does the firm have a process of Employee/ Resource Planning for the engagements based on skill set requirement, experience, etc.?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
ii.	Methods/Tools used by the firm for Resource Allocation (use of spreadsheets, work flow tools, etc.)	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
iii.	Is there a method of tracking the employee activity, to identity resource productivity (e.g. timesheet)?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
iv.	Does the firm maintain a minimum Staff to Partner Ratio, Partner to Manager, Manager to Articles, Client to Staff ratio, etc.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
v.	Does the firm monitor the Utilisation & Realisation rate per employee	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4

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Competency Basis		Score Criteria	Score Basis	Max Scores
vi.	Does the firm document the resource plan for each engagement and file it for reference during the engagement?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
Total				28
2.2. Employee Training & Development				
i.	Does the firm have an employee training policy?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
ii.	Number of Professional Development hours/days spent (Frequency) as a firm – per employee	Score based on an average number of hours per employee (Note: Measurement is indicative - could be converted to days/hours across the period as deemed fit for the firm - based on size)	<p>60 hours per year for junior-level: 2 Points for general training and 6 points for specialised technical training</p> <p>30 - 60 hours per year for mid-level: 2 Points for general training and 6 points for specialised technical training</p> <p>More than 30 hours for partners: 2 Points for general training and 6 points for specialised technical training</p>	24

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis	Score Criteria	Score Basis	Max Scores	
iii.	<p>Employees are equipped with technological skill sets – AI, Blockchain, Audit & Data analytical tools, etc. and sponsored by the firm to develop the same:</p> <ol style="list-style-type: none"> 1. Knowledge of technological skill sets will be more relevant for large audits (Audit Engagements of Listed entity, Banks other than co-operative banks (except multi-state co-operative banks) and Insurance Companies). Hence, the question should be relevant only for such audit engagements. 2. The audit Teams should be aware of Data Analytics Tools and comprehend the results of the tools to adjust the audit strategy. 3. Technologies like AI and blockchain may be considered as an incremental factor for differentiation purposes, if the firms are scored at the same level. 	Scoring based on Presence or Not. Yes/No Answers	Use of Analytical Tools for the listed entity, Banks other than co-operative banks (except multi-state co-operative banks) and Insurance Companies audit engagements: For Yes – 8 Points For No – 0 Point / NA	8
iv.	Whether the firm has a performance management culture that rewards high performing employees and those who demonstrate high levels of quality and ethics?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
Total			44	

Audit Quality Maturity Model – Version 1.0 (AQMM v1.0)

Competency Basis	Score Criteria	Score Basis	Max Scores	
2.3. Resources Turnover & Compensation Management				
i.	Does the Firm evaluate a team composition overall to build the Team Strength - say, Number of Managers, Assistant Managers, Paid Assistants, Article Assistants, Other Degree holders?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
ii.	Does the firm maintain and monitor the employee turnover ratio and identify measures to keep it minimal?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
iii.	Qualified professionals retained by the firm (resources available to a partner)	Scoring can be based on the % of chartered accountants and articles available per partner	10 and above – 20 Points	20
			8 to 9 – 16 Points	
			6 to 7 – 12 Points	
			4 to 5 – 8 Points	
			Up to 3 – 4 Points	
iv.	Does the firm evaluate the Employee relation with the firm (No. of Professionals vs. No. of years employed with firm) to identify reasons for turnover if any?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
v.	Statutory contributions wherever applicable, Health Insurance and other benefits, available in the firm for staff members and partners	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
vi.	Does the firm evaluate for which kind of audits does it have a revolving door (between different engagements) for people below partner level?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4

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Competency Basis		Score Criteria	Score Basis	Max Scores
vii.	Progress of people through an established framework and time commitment of Managers and Partners – Engagement level review and overall performance evaluation and rewards mechanism for differentiated performance levels	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Point For No – 0 Point	8
viii.	Access and use of technology, infrastructure, methodology for better enablement of day to day work / including favorable remote working policies	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Point For No – 0 Point	8
ix.	Coaching and mentoring program investment, especially for women colleagues to enhance the diversity of audit leaders in the profession	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Point For No – 0 Point	8
x.	Special policies to provide people time to rejuvenate especially after busy audit seasons	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
xi.	Focused policies and support for staff well - being, engagement and communication	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
xii.	An established mechanism to listen to people and their views and suggestions. Credible Employee survey and its outcome demonstrate how well people are taken care of and heard.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
xiii.	Standards of recruiting people – Assessment methodology, evaluation of quality and fitment to the job and culture	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
xiv.	Are the employees of the firm compensated as per a defined approach where salary is mapped to the knowledge and experience level of the employee?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Points For No – 0 Point	4
Total				104

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Competency Basis	Score Criteria	Score Basis	Max Scores	
2.4. Qualification Skill Set of employees and use of Experts				
i.	Number of Professionally qualified members – ACA/FCA If evaluation is being done for a firm that primarily offers Statutory and Tax Audit Services then only ACA / FCA should be considered for evaluation purposes.	Scoring based on the % of employees with necessary qualification or skill sets - including partners	Upto 30% – 4 Points	12
			More than 30% to 50% – 8 Points	
			Above 50% – 12 Points	
ii.	Post Qualification Certifications obtained from professional bodies or similar organisations (DISA, IP, etc.) DISA and IP are courses that are required in Information System Audits. If qualified resource is not available in the firm, whether the services of expert are taken? Whether all partners have complied with CPE requirements of ICAI?	Where firms are not involved in any Information systems audit/engagements with complex IT systems should not be rated for this competency.	Applicable – 8 Points Not Applicable – 0 Point	8
iii.	Members with Specialisation courses or Certifications – (Ranking can be based on newer areas or international qualification – say, Dip. IFRS or Firm Ind AS / IFRS Accreditation Requirements, etc.)	Scoring based on Presence or Not. Yes/No Answers	Upto 30% – 4 Points	12
			30% to 50% – 8 Points	
			Above 50% – 12 Points	
Total				32
2.5 Performance evaluation measures carried out by the firm (KPI's)				
i.	Does the firm have written KPIs for performance evaluation of the firm and partners?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
ii.	Method for measurement and evaluation as mentioned above (i) are determined / specific.	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
iii.	There is a decided frequency for the evaluation and is consistently applied	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8

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Competency Basis		Score Criteria	Score Basis	Max Scores
iv.	Are engagement partners reviewed based on the review results of the engagements of each partner	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
Total				32
Total of Section 2.				240
3	PRACTICE MANAGEMENT - STRATEGIC/FUNCTIONAL			
3.1	Practice Management			
	Does the firm Manage the following attributes relating to Assurance partners to maintain the same at optimum levels as deemed fit for the respective organisations?			
i.	Does the firm have a balanced mix of experienced and new Assurance partners?	Scoring based on the threshold of average experience of partners	For average partner experience of partners > 5 years – 4 Point For average partner experience of partners > 10 years – 8 Points	8
ii.	Is the firm compliant with the ICAI Code of Ethics, Companies Act 2013 and other regulatory requirements in relation to Professional Independence and Conflict of Interest?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
iii.	Is there is a 'whistle blower' policy?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
Total				20
3.2	Infrastructure – Physical & Others			
		Branches in the same city shall have only one point, branches in Metro and Tier -1 cities shall have additional points, team size per branch shall have additional points		

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Competency Basis		Score Criteria	Score Basis	Max Scores
i.	Number of Branches & Associates and network firms and affiliates	Scoring based on Nos.	Upto 3 – 2 Points	8
			4 to 7 – 4 Points	
			8 to 15 – 6 Points	
			More than 15 – 8 Points	
ii.	Are branch level activities Centralised/ Decentralised in accounting, Invoicing, and Payroll processing	Scoring based on whether policies are uniformly followed in the activities of accounting, invoicing, payroll processing across all branches. Complete automation is not a mandate.	Centralised – 8 Points Decentralised – 4 Point	8
iii.	Physical & Logical Security of Information are extended and implemented across locations?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
iv.	Are there adequate DA tools and IT infrastructure available and are they being used for the relevant assignment?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 12 Points For No – 0 Point	12
v.	Is the infrastructure adequate in terms of internet/intranet network bandwidth/ VPN/Wi-Fi etc. for remote working?	Scoring based on Presence or Not. Yes/No Answers.	For Yes – 12 Points For No – 0 Point	12
Total				48
3.3 Practice Credentials				
	What are the credentials of the firm that distinguish the firm or stands as testimony to the quality of the firm:			
i.	Is the firm ICAI Peer Review certified?	Scoring based on Presence or Not. Yes/No Answers	For Yes – 4 Point For No – 0 Point	4
ii.	Empanelment with RBI and C&AG	Scoring based on Presence or Not. Yes/No Answers	For Yes – 8 Points For No – 0 Point	8
iii.	Is there an advisory as well as a decision, to not allot work due to unsatisfactory performance by the CAG office?	Scoring based on Presence or Not. Yes/No Answers	For Yes – (-5) Points For No – 0 Point	0

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Competency Basis		Score Criteria	Score Basis	Max Scores
iv.	Have any Government Bodies/ Authorities evaluated the performance of the firm to the extent of debarment/blacklisting?	Scoring based on Presence or Not. Yes/No Answers	For Yes – (-10) Points For No – 0 Point	0
v.	Any negative assessment in the report of the Quality Review Board?	Scoring based on Presence or Not. Yes/No Answers	For Yes – (-5) Points For No – 0 Point	0
vi.	Has there been a case of professional misconduct on the part of a member of the firm where he has been proved guilty?	Scoring based on Presence or Not. Yes/No Answers	For Yes – (-5) Points For No – 0 Point	0
Total				12
Total of Section 3				80

Firm Maturity Rating

Section Reference	Total Possible Points
Section 1. Practice Management – Operation	280
Section 2. Human Resource Management	240
Section 3. Practice Management - Strategic/Functional	80
Total	600

Basis:

Up to 25% in each section	Level 1 Firm	Indicates that the firm is very nascent -will have to take immediate steps to upgrade its competency or will be left lagging behind
Above 25% to 50% in each section	Level 2 Firm	Indicates firm has made some progress -will have to fine-tune further to reach the next level of competency
Above 50% to 75% in each section	Level 3 Firm	Indicates firm has made substantial progress -will have to fine-tune further to reach the highest level of competency
Above 75% in each section	Level 4 firm	Indicates firms that have made significant adoption of standards and procedures - Should focus on optimising further

Full Forms

ACA / FCA	Associate Chartered Accountant / Fellow Chartered Accountant
ACMA/FCMA	Associate Cost and Management Accountant / Fellow Cost and Management Accountant
ACS / FCS	Associate Company Secretary / Fellow Company Secretary
CIMA	Chartered Institute of Management Accountants
CPA	Certified Public Accountant
DISA	Diploma in Information System Audit
CISA	Certified Information Systems Auditor
CIA	Certified Internal Auditor
CFE	Certified Fraud Examiner
Dip IFRS	Diploma in International Financial Reporting Standards

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CA. Satish Kumar
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CA. Rajesh
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CA. (Dr.) Sanjeev
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