

# Record of decisions from the FIPP Meeting on 4-8 March 2019 (10th meeting)

# **Final version 02.05.2019**

	Agenda Item	Purpose	Record			
Mon 09:00	Agenda 0 – Presentation all FIPP participants  Tashi Tobgay from the Royal Audit Authority of Bhutan welcomed all participants of the FIPP meeting on behalf of the Auditor General of Bhutan. The Chair of FIPP opened the 10 <sup>th</sup> meeting followed by a tour-de-table where all FIPP participants gave a short presentation of their professional and personal backgrounds.					
	Agenda 1 – Introduction to the meeting					
	1a. Program for the week	Confirmation of meeting agenda	The meeting agenda was confirmed.			
	1b. Overall status	Recap of 9 <sup>th</sup> meeting Nov 2018 decisions, key developments	The FIPP Chair presented the overall status of the work of FIPP. She summed up a few lessons learned in her new capacity as FIPP Chair:			
		ne, acrospinente	- It is important that FIPP discusses ongoing projects and is presented initial drafts before they are submitted for approval, which makes it possible for FIPP to give guidance and directions at an early stage of the projects. Working groups are thus encouraged to please bring issues forward to FIPP well in advance of submissions for approval.			
			- FIPP needs to carefully consider the criteria for approval from the Due Process when doing appraisals and formulate precise appraisals, which will help guide the project group, but also make it easier for FIPP to examine afterwards whether the project groups have followed the directions from FIPP.			
			- It is very important that FIPP carefully review the project proposals before approving them. This review by FIPP are both important since the project proposals give a guide in all stages of a project, and also to a large extent set the boundaries of the guidance and directions that FIPP can afterwards give to the project.			
	1c. Update from Goal Chairs		The observer from the PSC Chair (Rafael Torres) explained that the Goal Chairs will meet together next week with the FIPP Chair, and a key issue to discuss is the preparation of the next IFPP Strategic Development Plan (SDP).			
			PSC is preparing the establishment of the Technical Support Function (TSF) and finalizing the recruitment material. The Subcommittees and FIPP will be consulted in the recruitment process. PSC suggests that some cost related to TSF (eg travel costs) should be financed by INTOSAI. PSC expects to launch the call for applications soon, and that the TSF will be able to start its work in the beginning of 2020.			
			PSC is considering some revisions to the Due Process, – eg. a specification of the roles and responsibilities of WGs, FIPP and the Goal Chairs. The roles and responsibilities of FIPP/GC regarding the process			



of approval of proposals to FIPP will also need to be specified further.
As of today the GC send all proposals they receive from the WG to FIPP
without doing a consideration of the proposals beforehand, this
because of the limited timeframe and deadlines.

#### Agenda 2 – Editorial changes

<b>Editorial changes</b>		
as a result of SDP		
priority 1		

Discuss and vote
Criteria Annex 1
Section 2.2 - Working
Procedures of the
FIPP

The Chair gave a <u>presentation</u> on the process of editorial changes to the pronouncements as part of the migration of the documents from the ISSAI Framework to the IFPP.

The PSC Secr had prepared the updated versions of the pronouncements and according to the Due Process, FIPP should review and approve the editorial changes to the documents.

FIPP discussed a range of general issues related to the editorial changes and decided that:

- The use of principles in bold in ISSAI 300 and 400 will be continued, but will not be used in the ISSAI 200 under revision.
- The existing headlines 'application guidance' in ISSAI 130 and ISSAI 140 and 'explanation' in ISSAI 3000 and ISSAI 4000, will not be changed to 'Application material' as part of the editorial changes as this need further consideration.
- ISSAI 200 will be editorially changed to be aligned with the other ISSAIs until the revised ISSAI 200 takes effect. The approval of editorial changes in ISSAI 200 will be on the agenda for next FIPP meeting.
- The titles of future GUIDs, including those being drafted under the current IFPP SDP, should be "Guidance on the audit of ...".
   The GUIDs affected by the editorial changes should not be aligned with this convention.
- An explanatory box or diagram will be inserted on the second page of all IFPP pronouncements. The box will describe the IFPP and explain how the pronouncement fit into the categories.
- The current box inserted by PSC regarding the history of the document is to be moved to the last page of the document.
- References to old titles of pronouncements in "history sections" of the documents will be kept to the extent possible without causing confusion.

FIPP reviewed and revised the following documents in session (see revised versions:

INTOSAI-P 1 INTOSAI-P 12

INTOSAI-P 20

**ISSAI 100** 

**ISSAI 300** 

ISSAI 400

ISSAI 130 - no revision by FIPP

**ISSAI 140** 

ISSAI 3000



			ISSAI 4000
			FIPP entrusted the Chair to ensure that the revisions of the above documents are consolidated, and that all the GUIDs subject to editorial changes are revised correctly. This will be based on the reviews carried out by FIPP members prior to the meeting and the general discussions and conclusions drawn in session at the meeting.  The Chair will put the documents up for written approval on Teamwork in accordance with FIPP's Working Procedures, which will allow the FIPP members to submit comments before the actual vote is initiated.  After the written approval, the Chair will send the documents to the PSC Chair for formatting, final layout and translation.
Tue	Agenda 3 – Project	proposals submitted	by the Goal Chairs for appraisal/approval - and vote
09:00	SDP 2.7 GUID XXXX Guidance on Audit of Privatization	Criteria Approval of project proposals  Annex 1 - Working  Procedures of the  FIPP	A draft project proposal sent for approval by the KSC Chair.  On the basis of a presentation by the liaison officer Gerhard Ross and the appraisal carried out by FIPP at the 8 <sup>th</sup> FIPP meeting in August 2018, FIPP decided that the project proposal was ready for a vote on approval with a few adjustments. The liaison officer was entrusted to adjust the project proposal in light of the comments from the FIPP members.  FIPP voted on the conditional approval of the project proposal under
			Agenda 9.
	SDP 2.10 GUID Guidance on Audit of Disaster Management	Criteria Approval of project proposals  Annex 1 - Working  Procedures of the  FIPP	A draft project proposal sent for approval by the KSC Chair.  On the basis of a presentation by the liaison officer Deepak Anurag and the appraisal carried out by FIPP at the 8 <sup>th</sup> FIPP meeting in August 2018, FIPP decided that the project proposal was ready for a vote on approval with a few adjustments. The project liaison was entrusted to adjust the project proposal in light of the comments from the FIPP members.
			FIPP voted on the conditional approval of the project proposal under Agenda 9.
	Agenda 3B – Key is	sues in ongoing proje	cts (cf. working procedures item 16)
	SDP 1.3 – ISSAI 2000 Application of Financial Audit Standards	Decision on the purpose of the project. Should the expected outcome be:  1) Application material in ISSAI 2000 as decided in the approved project	Liaison officer Stuart Barr provided members with a <u>slide deck</u> that outlined his assessment that the SDP 1.3 Phase 2 document met the four criteria for FIPP review (slides 13 to 16 of the SDP 1.3 GUID 2900) He accordingly recommended FIPP approval of the document.  FIPP discussed the future direction of the project on the following background:  The framework as defined by INCOSAI 2007 provided that each ISSAI in
		proposal 2) A GUID as now suggested by the	the range 1200-1810 consisted of an ISA issued by IFAC and a practice note developed by INTOSAI. With the new IFPP defined at INCOSAI



project group under FAAS 3) No pronouncement

Dependent on FIPP's decision this item may be included under Agenda 4 including appraisal and potential vote.

2016, the subcategory of 'practice notes' has been abolished. Instead, the IFPP defines that 'application material' forms part of the ISSAIs.

The 'practice notes' is therefore one among a number of cases, where parts of the pre—existing set of ISSAIs and INTOSAI GOVs needs to be consolidated and aligned with new definitions of the IFPP.

The approved project proposal defines a staged process aimed at considering whether the pre-existing text of 'practice notes' provides any valuable content that could be preserved, improve the quality of existing information and define the expected outcome as ISSAI 2000 - Application of Financial Audit Standards. IFPP defines that the ISSAIs generally consists of principles, requirements and application material.

The 1.3 project group had therefore made the material produced so far available for FIPP. This included the group's analyses as well as an exposure draft, which the project group proposes might be included as a GUID, and which the PSC Chair had authorized FIPP to consider for approval if relevant.

The Chair gave a short intro to the project and gave the floor to the liaison officer Stuart Barr who explained the project group's considerations. The group's assessment had been based on a distinction between mandatory requirements and non-mandatory guidance. The main concern behind the group's ambition to develop a GUID had been to avoid that any *mandatory requirements* developed by INTOSAI was included in the ISSAIs in addition to the requirements already defined by IFAC/IAASB through the ISAs.

Members discussed the possible ways forward in the spirit that the drafting was generally of good quality and it would be relevant to seek to utilize the text developed in either the GUID or the ISSAI category or both. In the light of the discussion, the FIPP concluded that it would be necessary to seek advice from the Goal Chairs in their upcoming meeting the following week.

The FIPP will also inform the FAAS and project group regarding the issues, amongst others the drafting conventions, discussed at the FIPP meeting and the GC meeting.

After discussing the issue with Goal Chairs and, possibly, getting advice from a community, the SDP 1.3 could be placed on the agenda for the  $11^{\rm th}$  FIPP meeting in June 2019 for further discussion.

#### Agenda 4 – Exposure drafts submitted from Goal Chairs for appraisal. Potential vote Agenda 9.

SDP 2.12 INTOSAI-P X Audit of Jurisdictional Activities of SAIs Appraisal against criteria
Criteria Approval of exposure drafts
Annex 1 - Working
Procedures of the
FIPP

The liaison officer Lionel Vareille presented the status and the updates of the exposure draft from the working group prepared after the draft had been discussed by FIPP at the 9<sup>th</sup> FIPP meeting in Bali in November 2018.

FIPP decided that the pronouncement will be numbered INTOSAI-P 50.



		FIPP carried out an appraisal against the criteria for approval. FIPP concluded that amendments in the draft would be necessary to include the INTOSAI-P number and solve a few other issues. The project liaison was entrusted with elaborating these limited changes into the draft during the meeting, before it was submitted for a vote.  FIPP voted on the conditional approval of the exposure draft with these amendments under Agenda 9.
Agenda 5 – Exposu	re drafts submitted b	y the Goal Chair for FIPP's approval and vote
SDP 1.2 ISSAI 200 – Principles of financial auditing	Approval and vote Approval against criteria using the appraisal document.	The Chair presented the exposure draft of ISSAI 200 on behalf of the liaison office who was unable to attend the meeting. The exposure draft had been appraised by FIPP at the 8 <sup>th</sup> FIPP-meeting in Tromsø. All FIPP members gave their comments on the amendments done in the exposure draft. Some adjustments were needed in the explanatory
	Criteria Approval of exposure drafts  Annex 1 - Working	memorandum, and the title of the document would need to be changed to "ISSAI 200 – Financial Audit Principles" to be aligned with the Classification principles of the IFPP.
	Procedures of the FIPP	FIPP appointed a group to go through the exposure draft during the 10 <sup>th</sup> FIPP meeting to prepare the draft and exposure material for conditional approval. FIPP voted on the approval of the exposure draft under Agenda 9.
SDP 2.2 GUID 4900 Compliance Audit Guidance	Approval and vote Approval against criteria using the appraisal document.	The project liaison Josephine Mukomba presented the status and updates on the exposure draft the working group had prepared after the document had been appraised by the FIPP at the 9 <sup>th</sup> FIPP meeting at Bali in November 2018: The draft had been improved, but some of the issues remained unsolved.
	Criteria Approval of exposure drafts  Annex 1 - Working	FIPP members gave several additional comments and suggestions to the text.
	Procedures of the FIPP	A group of FIPP members was entrusted to adjust the exposure draft in light of the comments from the FIPP members. FIPP would re-evaluate the document under item 9 and decide whether it would be ready for a
SDP 2.9 GUID XXXX Public Dept	Approval and vote Approval against criteria using the appraisal document.	vote on conditional approval.  The liaison officer Beryl Davis presented the status and updates on the exposure draft the working group had prepared after the project had been appraised by the FIPP at the 9 <sup>th</sup> FIPP meeting in Bali in November 2018: The draft had been improved, but a number of issues remained.
	Criteria Approval of exposure drafts Annex 1 - Working Procedures of the FIPP	The main observation by FIPP was that the document did not follow the drafting conventions for GUIDs and needed some rewriting. An explanatory memorandum did furthermore not accompany the exposure draft.
		The liaison officer was entrusted to implement the changes proposed by FIPP in the exposure draft and return it to the project group with the help of a team from the shadow LO. If the project group accepts the changes and implements the suggested improvements, FIPP would be ready to consider a written approval of the exposure draft before the next FIPP meeting.



Generally on the approval of exposure drafts in compliance with the due process for the IFPP Information on the planned effective date in exposure material The Chair presented the general issue that FIPP in compliance with the due process needs to ensure transparency on the planned effective date. As a general solution FIPP decided that:

- A <u>standardized text</u> should be inserted in the exposure materials (explanatory memoranda) regarding the planned effective date of the resulting pronouncement.
- Unless FIPP approves another effective date, the default effective date stated in this text will be the month of the next GB meeting.
- The PSC Secretariat is authorized to insert this text editorially after the exposure draft and accompanying material has been approved by FIPP in order to ensure compliance with the due process before exposure drafts are posted on the issai-website
- This decision applies to the exposure draft approved at this
  meeting as well as any exposure drafts approved in the future
  unless FIPP explicitly decides otherwise in connection with the
  approval of the individual exposure draft.

The Goal Chair's expectations to FIPP when a draft is submitted to FIPP for approval The vice-chair explained, that it had long been the understanding within FIPP, that FIPP is obliged to carry out a formal *appraisal against criteria for approval* of any drafts, which the responsible goal chair has submitted to FIPP for approval. The experience had shown that the drafts submitted has not always been ready for such a formal appraisal. In these cases it could be more helpful for the project group to receive guidance and directions from FIPP in another form than through such an appraisal or message that the draft was disapproved.

In an answer to this, the observer from PSC clarified, that FIPP is *not* obliged to carry out an appraisal of the draft before FIPP deems that the draft is ready. The due process provides that it is the goal chair and not the individual project groups that can submit drafts for approval. On the other hand, such a submission by the goal chair does not oblige FIPP to consider the draft for approval. When the secretariat of the goal chair receives a draft from a project group, they forward it to FIPP without making a judgement of the quality of the document. It is therefore fully up to FIPP to decide how to handle the document at the meeting: Whether to give comments and guidance, carry out an appraisal, or vote on the approval. The PSC Chair has encouraged project groups to engage with FIPP at early stages of the development of project proposals and exposure drafts in order to receive guidance and directions before submitting a draft to FIPP for approval.

The FIPP Chair concluded that in the future, drafts sent to FIPP will be considered against the criteria according to Due Process and evaluated by the FIPP Chair before they are announced in the meeting agenda. The FIPP Chair will decide if the draft is ready for the FIPP to carry out an appraisal against criteria, vote on approval or to be discussed on more generally basis.

This will be reflected in FIPP's working procedures at their next update.



enting IFPP
The Observer from the PSC Chair reflected on the issue of what to do with those documents from the old ISSAI Framework that are not subject to revision:  INTOSAI GOVs on Internal Control  Guidelines for Internal Control Standards for the Public Sector (INTOSAI GOV 9100)  Guidance for reporting on the effectiveness of Internal Controls (INTOSAI GOV 9110)  Internal Control - Providing a foundation for accountability in government (INTOSAI GOV 9120)  Further information on entity risk management (INTOSAI GOV 9130)  Integrated Financial Accountability Framework (IFAF) – guidance on improving information on financial flows of humanitarian aid (INTOSAI GOV 9250)  FIPP had at a previous meeting concluded in line with the PSC's proposal that pronouncements that was not subject to revision under a project proposal submitted to FIPP before 15 February 2019, was to be withdrawn. The SDP 2.5 Consolidated and improved guidance on understanding internal control in an audit provided that these pronouncements were consolidated and revised into the category of GUIDs. A project proposal had however not been produced in time for the deadline. The ICS had instead proposed that the SDP-initiative 2.5 is continued in the next SDP, in order to migrate the INTOSAI GOVs into IFPP.  The PSC Observer suggested that FIPP may consider whether these INTOSAI GOVs could on this basis be treated in the same way as pronouncements, were there is an ongoing revision, based on an approved project proposal. In line with previous decisions made by FIPP these will be available on the issai-website in a way that reflect that they are no longer classified in the IFPP.  FIPP concluded that the SDP 2.5 should be carried over into the next SDP so the content of the INTOSAI GOVs can be drawn upon as relevant in the IFPP. The SDP would however need to be finalized and approved before the issue could be fully settled.  Depending on the solution reached on the status of the SDP 1.3 (see above) there might also be a need for a vehicle to withdraw the Practice
a suggested solution at the next FIPP meeting in June 2019.  In the 9 <sup>th</sup> meeting, FIPP had concluded that there was a need for an introduction to IFPP. This was in response to the need identified through the SDP process to provide more clarity to users of the ISSAIs over compliance with the ISSAIs.



<u> </u>	Pronouncements
	The vice-chair presented a draft of an introduction text to the IFPP that
	could be placed on the issai.org website and other relevant places to
	explain the IFPP. The text would not have the status of a
	pronouncement but would be an official introduction to the IFPP. In
	order to finalize the text it would be necessary to consider the
	technical possibilities on the issai-website.
	FIPP members welcomed the paper and stressed the general need for
	more explanation of the IFPP and key concepts relating to the
	application of and references to the ISSAIs. Many SAIs are requesting
	this.
	The FIPP Chair will coordinate with the PSC Secretariat to find the right
	place for the text on issai.org and present an updated version for
	approval at the next FIPP meeting.
Agenda 7- Brief status on oth	ner SDP-projects (not covered elsewhere)
SDP 2.3 SAI	The liaison officer Tashi Tobgay reported that no developments have
mandates and	taken place since the 9 <sup>th</sup> FIPP meeting November 2018. The project
comb. audits	group would like to extend the deadline to the next FIPP meeting in
	June.
	The PSC Observer explained that the project group has chosen to
	divide the issue in two: Performance audit in combination with
	compliance audit and financial audit in combination with compliance
	audit. The project group will not explore financial audit in combination
	with performance audit. The project group will send an updated
SDD 3 C CLIID VVVVV	project proposal and an outline of the GUID to the next FIPP meeting.
SDP 2.6 GUID XXXX	The liaison officer Marita Salgrave reported that the LO had not been
Internal Auditors	presented for any drafts for consideration since the 9 <sup>th</sup> FIPP meeting
	November 2018, where FIPP gave a conditional approval to the project
	proposal.
SDP 2.7 GUID XXXX	The liaison officer Karen Belteton gave a <u>presentation</u> of the latest
Public-Private	developments.
Partnerships (PPP)	
	The Chair asked the LO to communicate to the project group that the
	GUID should not include a long description of the subject matter, but
	rather focus on audit related aspects. The project group should also
	consider to expand the deadline of the project.
	The project group expects to present the project preparal and the
	The project group expects to present the project proposal and the
CDD 2 11 CUUD	draft outline for the next FIPP meeting.
SDP 2.11 GUID	The former liaison officer Neil Usher reported the latest developments.
XXXX Public	The project group has decided to slow down the process and expects
procurement	to present a draft exposure draft to the next FIPP meeting in June
	2019. New liaison officer is Robert Cox.
SDP 2.5	The PSC Observer reported that the Internal Control Subcommittee
Consolidated and	(ICS) has not prepared a project proposal as they have focused on SDP
improved guidance	2.6 Internal auditors. The ICS requests that the project will be included
on understanding	in the next SDP and that the documents relating to internal control are
internal control in	not withdrawn.
an audit	
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			Pronouncements
	SDP 3.8 Obtaining an understanding of the 3E's	Rafael	The PSC Observer reported that Performance Audit Subcommittee (PAS) has decided not to present a project proposal regarding SDP 3.8. The project will not be included in the next SDP.
	2.1 Financial audit GUID	Rafael	The PSC Observer reported that FAAS will discuss the possible outcome of the project during their next meeting in March 2019.
			The development in project SDP 1.2 (see agenda 3B) means that FIPP may need to consider the drafts under development in the two projects SDP 2.1 and 1.2 together.
Thur 09:00	Agenda 8 – SDP 20	020-2025.	
	8a – Feedback from the Goal Chairs and the Subcommittees	Consider updating the initiatives and projects based on feedback from Goal	The PSC Observer <u>presented the feedback</u> from the Goal Chairs and Subcommittees on the initiatives and projects for the SDP 2020-2025 developed and presented by FIPP after the 9 <sup>th</sup> meeting.
		Chairs	The PSC Observer also presented a draft text of the SDP document prepared by the PSC Secr.
			FIPP had a thorough discussion of all initiatives and projects based on the feedback from the Goal Chairs and subcommittees.
			The FIPP members gave input to the initiatives in regard to three areas:
			<ul> <li>The Purpose of the initiatives (strategic focus and link to INTOSAI's strategic goals and objectives</li> </ul>
			<ul> <li>The necessary steps required to implement the initiatives</li> <li>The sequence of the initiatives (in which order should they be carried out)</li> </ul>
			Based on the comments from the FIPP members, the FIPP chairmanship will prepare a proposal from FIPP on the SDP. The Chair will upload the proposal on Teamwork for comments and decision before it is forwarded to the PSC Steering Committee.
			The FIPP members also gave comments and input to the draft SDP document provided by the PSC secretariat on the basis of FIPP's discussions at previous meetings and other sources.
			FIPP also provided some key messages, that FIPP would like to see reflected in the SDP document. The FIPP chair will update the document according to this discussion and submit it to PSC for their consideration.
	Agenda 9 – Voting	- pending matters - a	genda 3.
	ISSAI 200 – Financial Audit Principles	Exposure draft	FIPP voted on the conditional approval of the exposure draft of ISSAI 200. The exposure draft was unchanged, but the explanatory memorandum had been amended by a subgroup of FIPP members.
			14 votes for approval, none against
			The exposure draft was conditionally approved by FIPP on 7 March 2019.



SDP 2.12 INTOSAI P-50 Audit of Jurisdictional Activities of SAIs	Exposure draft	FIPP voted on the conditional approval of the exposure draft of INTOSAI-P 50. The exposure draft and explanatory memorandum had been updated to reflect FIPP's comments.  14 for approval, none against  The exposure draft was conditionally approved by FIPP on 7 March 2019.		
SDP 2.7 - Guidance on Audit of Privatization	Project proposal	FIPP voted on the conditional approval of the project proposal of SDP 2.7 - Privatization. The project proposal had been updated to reflect FIPP's comments.		
		14 for approval, none against  The exposure draft was conditionally approved by FIPP on 7 March 2019.		
SDP 2.10 - Guidance on audit of Disaster management	Project proposal	FIPP voted on the conditional approval of the project proposal of SDP 2.10. The project proposal had been updated to reflect FIPP's comments.		
		14 for approval, none against  The exposure draft was conditionally approved by FIPP on 7 March 2019.		
SDP 2.2 GUID 4900 Compliance Audit Guidance	Exposure draft	The project liaison presented a new suggested structure for GUID 4900 in line with the drafting conventions for GUIDs based on the comments from FIPP and some suggestions for a redrafting of the examples provided in the GUID.		
		Furthermore, the other comments from the FIPP members would be communicated to the project group by the project liaison in consultation with the FIPP Chair.		
		FIPP did not vote on the approval of the exposure draft, but decided to vote on the approval through written procedure.		
Agenda 10 – Plann	Agenda 10 – Planning the forward work			
Planning future meetings		Next FIPP meetings:  Riga, Latvia – 25-28 June 2019 Oslo, Norway – 2-6 December 2019		
Agenda 11 – Issues for the Goal Chairs meeting				
Agenda GC meeting	For information and feedback	The Chair presented a range of issues that she would take up at her meeting with the Goal Chairs after the 10 <sup>th</sup> FIPP meeting, and the FIPP members gave their input to the meeting.		
Agenda 12 – Any other business				
Interpreting the ISSA - discussion paper	Is For discussion	The PSC observer presented the paper and announced that the PSC Chairmanship would welcome any comments in written		

IN Pr	orum for ITOSAI rofessional ronouncements
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		Pronouncements	
		Neil Usher gave some suggestions for how to improve the use of Teamwork by FIPP	
Agenda 13 – Concluding the meeting			
Summary of activities		The FIPP Chair thanked the Royal Audit Authority of Bhutan and Tashi Tobgay especially for hosting the meeting.	
Meeting ends at 14:00 on Friday 8 March 2019			

## FIPP members present

Ase-Kristen Hemsen (Chair)
Beryl Davis (Mon-Thur)
Deepak Anurag
Einar Gørrissen (Wed.-Fri)
Gerhard Ross
Josephine Mukomba
Karen Belteton Mohr
Kristoffer Blegvad (Vice-Chair)
Lionel Vareille (Mon-Thur)
Marita Salgrave
Robert Cox
Stuart Barr (Mon-Thur)
Tashi Tobgay
Toma Donchey

## **PSC Observer**

**Rafael Lopes Torres** 

## **Technical Assistants**

Edmond Shoko Frederikke Lillehaug Karma Jambayyang Neil Usher Rasmus Hyll Bruun Shefali Andaleeb Zita Zarina