



Feature interview
By Zoë Byron

Practical Experience: Views from the Ground

Authorized Supervisor: Mrs. Chiu Yeo Gek Ngho, KCS Ltd.

Mrs. Chiu Yeo Gek Ngho has been working in the accounting profession for over 30 years. A graduate of the University of New South Wales, with a Bachelor of Commerce in 1972, Mrs. Chiu became a chartered accountant three years later in Australia. She came to Hong Kong in 1978 and worked at KPMG for 25 years.

2003 saw a turning point when KCS Ltd. spun off from KPMG, and Mrs. Chiu was appointed as a director of the company in 2006. Now one of

Asia's leading providers of corporate accounting, corporate secretarial, payroll outsourcing as well as trust and estate administration services, KCS helps companies manage their business from the planning and set-up stages to on-going administration and even corporate restructuring.

Mrs. Chiu has been registered as an Authorized Supervisor (AS) with the Institute's Qualification Programme (QP) since 2004. She believes that QP is an excellent programme for students pursuing a career in accounting for a number of reasons. "First of all, it is the fastest way to a professional qualification. Also, it is very well structured and covers a wide-ranging fundamental topics. Lastly, it is internationally recognised."

When asked why she decided to become an AS, Mrs. Chiu explained that being part of the QP is an important way for the company to stay ahead in today's competitive environment. "The market for accountants is very competitive these days. Our participation in the AS Scheme is definitely a way of attracting talent to join our company. The first thing that candidates ask us now is whether we have an AS, because they know the training of the scheme will advance their career." She goes on to add that joining the scheme helps to retain their quality staff from joining rival firms in the business.





KCS has a structured training scheme that complements QP. With formal training sessions every two months, and informal group discussions once a week, students are closely monitored to ensure that they are on the right track. On top of these training, staff are also enrolled onto external courses periodically as and when needed.

In addition, QP students receive on-the-job training. They are each assigned a supervisor from managerial positions to assist them on any questions or problems they might have. These supervisors also keep track of their students' progress regularly, with the assessment forms completed three to four times a year.

Mrs. Chiu's role in this scheme is to oversee the entire training process. There are currently nine QP students among the staff. She meets with the managers who are supervising these students, to go over their assessment forms and ensure that each student is meeting the QP competency requirements. She also examines the achievements of the QP students, their overall progress and the improvements they have made. On an annual basis, she meets with the students one-to-one to discuss their performance.

Mrs. Chiu feels that the practical experience scheme is an excellent method for monitoring students. "It's a very structured form of supervision that allows us to keep an eye on their development. The structured format means that both the students and the supervisors are aware of exactly which competency requirements need to be met."

She advises students to take the initiative for their own development. "It shouldn't be left to the supervisors to keep checking up on them. If students have any questions or any troubles, they should open up and ask for guidance."

On the other hand, Mrs. Chiu feels that supervisors should make sure they regularly encourage their students, and give them feedback. "Without feedback, students don't know how they are progressing. It's good for them to get some encouragement and a progress report, and if they know they are doing well, it can often be a drive for them to work harder."