

MOCK TEST PAPER - 1
FINAL (NEW) COURSE: GROUP – I
PAPER – 3: ADVANCED AUDITING AND PROFESSIONAL ETHICS
SUGGESTED ANSWERS/HINTS

DIVISION A - MCQs (30 Marks)

Questions no. (1-10) carry 1 Mark each and Questions no. 11-20 carry 2 Marks each.

1. (b)
2. (b)
3. (c)
4. (b)
5. (a)
6. (a)
7. (d)
8. (c)
9. (d)
10. (a)

Questions (11-20) carry 2 Marks each

11. (a)
12. (d)
13. (b)
14. (a)
15. (b)
16. (d)
17. (c)
18. (d)
19. (d)
20. (d)

DIVISION B - DESCRIPTIVE QUESTIONS (70 Marks)

1. (a) **SA 200 “Overall Objectives of the Independent Auditor and the Conduct of an Audit in accordance with Standards on Auditing”** states that in order to achieve the overall objectives of the audit, the auditor shall use the objectives stated in relevant SAs in planning and performing the audit. Without a careful plan, the overall objective of an audit may not be achieved. The audit planning is necessary to conduct an effective audit, in an efficient and timely manner. So far as the nature of planning is concerned, it would vary according to-
 - (i) **Size and Complexity of the Auditee** - If the size and complexity of organization of which audit is to be conducted is large, then much more planning activities would be required as compared to an entity whose size and complexity is small.

- (ii) Past Experience & Expertise - The key engagement team members' previous experience & expertise also contributes towards variation in planning activities.
- (iii) Change in Circumstances - Another factor contributing towards variation in planning activities is change in circumstances.

Changes to Audit Planning: The auditor should update and change the overall audit strategy and audit plan as necessary during the course of the audit. The auditor may need to modify the overall audit strategy and audit plan due to the factors such as (i) result of unexpected events, (ii) changes in conditions, or (iii) the audit evidence obtained from the results of audit procedures.

Further, the auditor would also have to modify the nature, timing & extent of further audit procedures, based on the revised considerations of assessed risks. This may be the case when information coming to the auditor differs significantly from the information when he planned the audit process.

In addition to the above, there may be possibilities of change in law, notifications, government policies, which warrants updation of overall audit strategy and audit plan.

- (b) Responding When the Auditor Concludes That a Material Misstatement of the Other Information Exists:** As per SA 720, "The Auditor's Responsibility in Relation to Other Information", descriptions of trends in market prices of key commodities or raw materials is an example of amounts or other items that may be included in the other information.

The auditor's discussion with management about a material inconsistency (or other information that appears to be materially misstated) may include requesting management to provide support for the basis of management's statements in the other information. Based on management's further information or explanations, the auditor may be satisfied that the other information is not materially misstated. For example, management explanations may indicate reasonable and sufficient grounds for valid differences of judgment.

Auditor's duties with regard to reporting in the given case are given hereunder:

As per SA 720, "The Auditor's Responsibility in Relation to Other Information", if the auditor concludes that a material misstatement of the other information exists, the auditor shall request management to correct the other information. If management:

- (i) Agrees to make the correction, the auditor shall determine that the correction has been made; or
- (ii) Refuses to make the correction, the auditor shall communicate the matter with those charged with governance and request that the correction be made.

Contention of the partner of the firm that auditors are not concerned with such disclosures made by the management in its annual report, is incorrect.

- (c)** In the given case, management of Kushal Ltd has made intentional misstatements to deceive the users in order to meet market expectations. Auditor is suspecting such intentional behavior of the management and in such situations, SA 240 discusses how fraudulent financial reporting may be accomplished and also discusses techniques of committing fraud by management overriding controls.

As per SA 240 on "The Auditor's Responsibilities Relating to Fraud in an Audit of Financial Statements"

Fraudulent financial reporting may be accomplished by the following:

- i. Manipulation, falsification (including forgery), or alteration of accounting records or supporting documentation from which the financial statements are prepared.
- ii. Misrepresentation in or intentional omission from, the financial statements of events,

transactions or other significant information.

- iii. Intentional misapplication of accounting principles relating to amounts, classification, manner of presentation, or disclosure.

Fraudulent financial reporting often involves management override of controls that otherwise may appear to be operating effectively. Fraud can be committed by management overriding controls using such techniques as:

- i. Recording fictitious journal entries, particularly close to the end of an accounting period, to manipulate operating results or achieve other objectives.
- ii. Inappropriately adjusting assumptions and changing judgments used to estimate account balances.
- iii. Omitting, advancing or delaying recognition in the financial statements of events and transactions that have occurred during the reporting period.
- iv. Concealing, or not disclosing, facts that could affect the amounts recorded in the financial statements.
- v. Engaging in complex transactions that are structured to misrepresent the financial position or financial performance of the entity.
- vi. Altering records and terms related to significant and unusual transactions.

2. (a) **Mandatory Review Areas of Audit Committee:** As per the Auditing Standards, the statutory auditor of the Company is having an obligation to bring certain matters to the attention of those in charge of governance, which inter alia includes aspects such as -

- Difficulties faced by them during the audit
- Disagreements with the management
- Management Letter Points
- Draft Management Representation letter to be provided by the Company in connection with the audit.

Further, the Audit Committee is also having an obligation to mandatorily review certain areas before providing their recommendations/inputs to the board.

Given below are the areas required to be mandatorily reviewed by the AGM in the case of listed companies.

The Audit Committee shall mandatorily review among other points the following information as per LODR Regulations:

- (i) Management discussion and analysis of financial condition and results of operations;
- (ii) Statement of significant related party transactions (as defined by the Audit Committee), submitted by management;
- (iii) Management letters / letters of internal control weaknesses issued by the statutory auditors;
- (iv) Internal audit reports relating to internal control weaknesses;

The auditor should further ascertain whether the Management Discussion and Analysis report includes discussion on the matters stipulated. Where certain deficiencies or adverse findings are noted by the Audit Committee, the auditor will be required to see that these have been suitably dealt with by the management in the report on corporate governance.

In the instant case, Mr. DG, Partner in M/s DG and Associates highlighted the facts such as difficulties faced during the audit, disagreements with the management, managements letters

points and draft management letters to be provided by the Company in connection with the audit. However, some of the audit committee members were not happy and as according to them audit committee is not the forum for discussing such problems.

Contention of those audit committee members regarding problems to be sorted out between auditors and the management is not in order as Audit Committee is required to mandatorily review the same in accordance with Schedule II of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

- (b) **Damages for negligence:** Civil liability for mis-statement in prospectus under section 35 of the Companies Act, 2013, includes where a person has subscribed for securities of a company acting on any statement included, or the inclusion or omission of any matter, in the prospectus which is misleading and has sustained any loss or damage as a consequence thereof, the company and every person who has authorized himself to be named and is named in the prospectus as a director of the company or has agreed to become such director either immediately or after an interval of time; shall, without prejudice to any punishment to which any person may be liable under section 36, be liable to pay compensation to every person who has sustained such loss or damage.

Further. As per Section 447 of the Companies Act, 2013, without prejudice to any liability including repayment of any debt under this Act or any other law for the time being in force, any person who is found to be guilty of fraud [involving an amount of at least ten lakh rupees or one percent of the turnover of the company, whichever is lower] shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to ten years and shall also be liable to fine which shall not be less than the amount involved in the fraud, but which may extend to three times the amount involved in the fraud. It may be noted that where the fraud in question involves public interest, the term of imprisonment shall not be less than three years.

Hence, in this case, Mr. K is liable for punishment even though he is currently not a director in the company as per section 35 of the Companies Act, 2013. He shall be liable to punishment as per section 447 discussed above as he was aware of the litigation against the company which may cause outflow of Rs. 1 crore which may affect the demand for share application and had also authorized himself to be named in the prospectus as director.

- (c) **Non Generation of UDIN:** Whereas, to curb the malpractice of false/certification/attestation by the unauthorized persons and to eradicate the practice of bogus certificates and to save various regulators, banks, stakeholders etc. from being misled, the Council of the Institute decided to implement an innovative concept to generate Unique Document Identification Number (UDIN) mandatorily for all kinds of the certificates/GST and tax audit reports and other attest function in phased manner, for which members of the ICAI were notified through the various announcements published on the website of ICAI at the relevant times.

In exercise of the powers conferred on it under clause 1 of Part II of the Second Schedule to the Chartered Accountants Act, 1949, the Council of the Institute of Chartered Accountants of India issued the following guidelines for information of public and necessary compliance by members of the Institute-

A member of the Institute in practice shall generate Unique Document Identification Number (UDIN) for all kinds of the certification, GST and Tax Audit Reports and other Audit, Assurance and Attestation functions undertaken/signed by him which are made mandatory from the following dates through announcements published on the website of the ICAI-

- For all Certificates w.e.f. 1st February, 2019.
- For all GST and Tax Audit Reports w.e.f. 1st April, 2019.

- For all other Audit, Assurance and Attestation functions, w.e.f. 1st July, 2019.

Conclusion: UDIN will be applicable to Tax Audit Reports signed by Mr. Manipal for the financial year 2019-20 that are filed online using Digital Signature. In case where there is no field for mentioning UDIN on digitally signed online reports, UDIN has to be generated and communicated to “Management” or “Those Charged with Governance” for disseminating it to the stakeholders from their end.

Hence he will be held guilty under Clause 1 of Part II of the Second Schedule to the Chartered Accountants Act, 1949.

3. (a) **Provision for Claim:** No risk can be assumed by the insurer unless the premium is received. According to section 64VB of the Insurance Act, 1938, no insurer should assume any risk in India in respect of any insurance business on which premium is ordinarily payable in India unless and until the premium payable is received or is guaranteed to be paid by such person in such manner and within such time, as may be prescribed, or unless and until deposit of such amount, as may be prescribed, is made in advance in the prescribed manner. The premium receipt of insurance companies carrying on general insurance business normally arise out of three sources, viz., premium received from direct business, premium received from reinsurance business and the share of co-insurance premium.

In view of the above, the insurance company is not liable to pay the claim and hence no provision for claim is required.

- (b) **Reporting of Payments Exceeding ₹ 35,000 in Cash:** Disallowance under section 40A(3) of the Income Tax Act, 1961 is attracted if the assessee incurs any expenses in respect of which payment or aggregate of payments made to a person in a day, otherwise than by an account payee cheque drawn on bank or account payee draft, exceeds ₹ 10,000. However, in case of payment made for plying, hiring or leasing of goods carriage, limit is ₹ 35,000 instead of ₹ 10,000.

Further, as per section 40A(3A) of the Income Tax Act, 1961, where an allowance has been made in the assessment for any year in respect of any liability incurred by the assessee for any expenditure and subsequently during any previous year the assessee makes payment in respect thereof, otherwise than by an account payee cheque drawn on a bank or account payee bank draft, the payment so made shall be deemed to be the profits and gains of business or profession and accordingly chargeable to income-tax as income of the subsequent year if the payments made to a person in a day, exceeds ₹ 10,000 (₹ 35,000 in case of plying, hiring or leasing of goods carriages).

However, exemption is provided under Rule 6DD having regard to nature and extent of banking facilities available and other relevant factors.

Subsequently, under clause 21(d)(A) and 21(d)(B) of Form 3CD, the tax auditor has to scrutinize on the basis of the examination of books of account and other relevant documents/evidence, whether the expenditure covered under section 40A(3) and 40A(3A) respectively read with rule 6DD were made by account payee cheque drawn on a bank or account payee bank draft. If not, the same has to be reported under abovementioned clauses.

Therefore, as per the provisions and explanations discussed above, the given cases are dealt as under-

- Payments of 6 invoices of ₹ 5,000 each aggregating ₹ 30,000 made in cash on 4th July, 2020 need not be reported as the aggregate of payments do not exceed ₹ 35,000.
- Payments of 2 invoices of ₹ 18,000 each made in cash on 5th July, 2020 and 6th July, 2020 respectively aggregating ₹ 36,000 need not be reported as the payment do not exceed ₹ 35,000 in a day.

- (iii) Payment of ₹ 40,000 made in cash against an invoice for expenses booked in 2019-20 is likely to be deemed to be the profits and gains of business or profession under section 40A(3A) of the Income Tax Act, 1961. Thus, the details of such amount needs to be furnished under clause 21(d)(B) of Form 3CD.
- (c) **Failure to Disclose Material Facts:** As per Clause (5) of Part I of Second Schedule to the Chartered Accountants Act, 1949, a chartered Accountant in practice will be held liable for misconduct if he fails to disclose a material fact known to him, which is not disclosed in the financial statements but disclosure of which is necessary to make the financial statements not misleading. In this case, Mr. Sheetal has come across information that a loan of ₹ 12 lakhs has been taken by the company from Employees Provident Fund. This is contravention of Rules and the said loan has not been reflected in the books of accounts. Further, this material fact has also to be disclosed in the financial statements. The very fact that Mr. Sheetal has failed to disclose this fact in his report, he is attracted by the provisions of professional misconduct under Clause (5) of Part I of Second Schedule to the Chartered Accountants Act, 1949.
4. (a) As per Clause (xvi) of Paragraph 3 of CARO 2016, the auditor is required to report that “whether the company is required to be registered under section 45-IA of the Reserve Bank of India Act, 1934 and if so, whether the registration has been obtained.”

The auditor is required to examine whether the company is engaged in the business which attract the requirements of the registration. The registration is required where the financing activity is a principal business of the company. The RBI restrict companies from carrying on the business of a non-banking financial institution without obtaining the certificate of registration.

Audit Procedures and Reporting:

- (i) The auditor should examine the transactions of the company with relation to the activities covered under the RBI Act and directions related to the Non-Banking Financial Companies.
- (ii) The financial statements should be examined to ascertain whether company's financial assets constitute more than 50 per cent of the total assets and income from financial assets constitute more than 50 per cent of the gross income.
- (iii) Whether the company has net owned funds as required for the registration as NBFC.
- (iv) Whether the company has obtained the registration as NBFC, if not, the reasons should be sought from the management and documented.
- (v) The auditor should report incorporating the following:-
 - (1) Whether the registration is required under section 45-IA of the RBI Act, 1934.
 - (2) If so, whether it has obtained the registration.
 - (3) If the registration not obtained, reasons thereof.

In the instant case Rishabh Finance Ltd. is a Non Banking Finance Company and was in the business of accepting public deposits and giving loans since 2015. The company was having net owned funds of ₹ 1,50,00,000/-(one crore fifty lakhs) which is less in comparison to the prescribed limit i.e. 2 crore rupees and was also not having registration certificate from RBI (though applied for it on 30th March 2020). The auditor is required to report on the same as per Clause (xvi) of Paragraph 3 of CARO 2016.

(b) A comparison between the Management Audit & the Operational Audit is as follows:

Management audit is concerned with the “Quality of managing”, whereas operational audit focuses on the “Quality of operations”.

Management audit is the “Audit of management” while the operational audit is the “Audit for the management”. The focus of Management Audit is on “Quality of Decision Making” rather than the effectiveness or efficiency of operations.

The basic difference between the two audits, then, is not in method, but in the level of appraisal. In a management audit, the auditor is to make his tests to the level of top management, its formulation of objectives, plans and policies and its decision making. It is not that he just verifies the operations of control and procedures and fulfilment of plans in conformity with the prescribed policies.

Since it is not the Management’s Decisions that are creating the operational bottlenecks. The Purchase Policy and Procedure seem to be in place, the missing part is the operational implementation by the process employees. Therefore, the Operational Audit is recommended in this case.

- (c) **Allowing a Member Not Being a Partner to Sign Certificate:** As per Clause (12) of Part I of the First Schedule to the Chartered Accountants Act, 1949, a Chartered Accountant in practice is deemed to be guilty of professional misconduct “if he allows a person not being a member of the Institute in practice or a member not being his partner to sign on his behalf or on behalf of his firm, any balance sheet, profit and loss account, report or financial statements”.

In this case, CA. Intelligent allowed his assistant who is not a partner but a member of the Institute of Chartered Accountants of India to sign stock certificate on his behalf and thereby commits misconduct.

Conclusion: Thus, CA. Intelligent is guilty of professional misconduct under Clause (12) of Part I of First Schedule to the Chartered Accountants Act, 1949.

5. (a)

Area of Focus	Suggested Audit Procedures
Government Guaranteed Advances	<ul style="list-style-type: none"> If government guaranteed advance becomes NPA, then for the purpose of income recognition, interest on such advance should not to be taken to income unless interest is realized. However, for purpose of asset classification, credit facility backed by Central Government Guarantee, though overdue, can be treated as NPA only when the Central Government repudiates its guarantee, when invoked. This exception is not applicable for State Government Guaranteed advances, where advance is to be considered NPA if it remains overdue for more than 90 days. In case the bank has not invoked the Central Government Guarantee though the amount is overdue for long, the reasoning for the same should be taken and duly reported in LFAR.
Agricultural Advances	<ul style="list-style-type: none"> Ensure that NPA norms have been applied in accordance with the crop season determined by the State Level Bankers’ Committee in each State. Depending upon the duration of crops – short term/ long term - raised by an agriculturist, the NPA norms would also be made applicable to agricultural term loans availed of by them. Also ensure that these norms are made applicable to all direct agricultural

	<p>advances listed in Master Circular on lending to priority sector.</p> <ul style="list-style-type: none"> In respect of agricultural loans, other than those specified in the circular, ensure that identification of NPAs has been done on the same basis as non-agricultural advances.
Drawing Power Calculation	<ul style="list-style-type: none"> Ensure that the drawing power is calculated as per the extant guidelines (i.e. the Credit Policy of the Bank) formulated by the Board of Directors of the respective bank and agreed upon by the concerned statutory auditors. Special consideration should be given to proper reporting of sundry creditors for the purposes of calculating drawing power. The stock audit should be carried out by the bank for all accounts having funded exposure of more than stipulated limit. The report submitted by the stock auditors should be reviewed during the course of the audit and special focus should be given to the comments made by the stock auditors on valuation of security and calculation of drawing power. <p>The drawing power needs to be calculated carefully in case of working capital advances to companies engaged in construction business. The valuation of work in progress should be ensured in consistent and proper manner. It also needs to be ensured that mobilization advance being received by the contractors is reduced while calculating drawing power.</p>
Limits not reviewed	<p>Accounts where regular/ad hoc limits are not reviewed within 180 days from the due date/date of ad hoc sanction, should be considered as NPA. Auditors should also ensure that the ad hoc/short reviews are not done on repetitive basis. In such cases, auditor can consider the classification of account based on other parameters and functioning of the account.</p>

- (b) **Cost Audit Rules not to apply in certain cases:** The requirement for cost audit shall not be applicable to a company whose revenue from exports, in foreign exchange, exceeds seventy-five per cent of its total revenue (as per Rule 3 of the Companies (Cost Records and Audit) Rules, 2014).

In the instant case, Gem Ltd. is an exporter of precious and semi-precious stones and the turnover of the company is rupees 150 crore out of which rupees 105 crore i.e. 70% is from export business and remaining rupees 45 crore i.e. 30% from domestic sales.

Thus, opinion of director is not tenable as revenue from exports in foreign exchanges is below prescribed limit. Therefore, cost audit is applicable on Gem Ltd. as per Rule 3 of the Companies (Cost Records and Audit) Rules, 2014. Gem Ltd. has to appoint cost auditor to get the cost accounts of the company audited.

- (c) (i) As per clause (i) (c) of para 3 of CARO 2016 the auditor is required to report, "whether the title deeds of immovable properties are held in the name of the company. If not, provide the details thereof."

In the present case, the Company has office along with freehold land in Pune. Though company has paid its purchase cost in full however, this property is pending to be registered

in the name of the company i.e. title deed is not in the name of Company since 2006. Therefore, the auditor is required to report the same in accordance with clause (i)(c) of para 3 of CARO 2016.

The reporting under this clause, where the title deeds of the immovable property are not held in the name of the Company, may be made incorporating following details, in the form of a table or otherwise **in case of land:-**

- total number of cases,
- whether leasehold / freehold,
- gross block and net block, (as at Balance Sheet date), and
- remarks, if any.

- (ii) As per clause Clause (x) of para 3 of CARO 2016 the auditor is required to report, “whether any fraud by the company or any fraud on the Company by its officers or employees has been noticed or reported during the year; If yes, the nature and the amount involved is to be indicated.”

In the instant case, a fraud has been identified in recruitment of employees by the HR Department wherein certain sums were alleged to have been taken as kickback from the company of amounting rupees approx. 13.50 lakh. The auditor is required to report on the same in accordance with clause (x) of para 3 of CARO 2016.

6. (a) **Determining Audit Criteria** - Audit criteria are the standards used to determine whether a program meets or exceeds expectations. It provides a context for understanding the results of the audit. Audit criteria are reasonable and attainable standards of performance against which economy, efficiency and effectiveness of programmes and activities can be assessed.

The audit criteria may be sought to be obtained from the following sources:

- (i) procedure manuals of the entity.
- (ii) policies, standards, directives and guidelines.
- (iii) criteria used by the same entity or other entities in similar activities or programmes.
- (iv) independent expert opinion and know how.
- (v) new or established scientific knowledge and other reliable information.
- (vi) general management and subject matter literature and research papers.

- (b) A parent which presents consolidated financial statements is required to consolidate all its components in the consolidated financial statements other than those for which exceptions have been provided in the relevant accounting standards under the applicable financial reporting framework.

The auditor should obtain a listing of all the components included in the consolidated financial statements and review the information provided by the management of the parent identifying the components. The auditor should verify that all the components have been included in the consolidated financial statements unless these components meet criterion for exclusion.

In the given case, Superb Ltd has provided the list of components included in the consolidated financial statements (CFSs). CA V shall verify that all the components have been included in the CFSs.

Further, in respect of completeness of this information, CA V should perform the following procedures:

- i. review his working papers for the prior years for the known components;

- ii. review the parent's procedures for identification of various components;
- iii. make inquiries of the management to identify any new components or any component which goes out of consolidated financial statements;
- iv. review the investments of parent as well as its components to determine the shareholding in other entities;
- v. review the joint ventures and joint arrangements as applicable;
- vi. review the other arrangements entered into by the parent that have not been included in the consolidated financial statements of the group;
- vii. review the statutory records maintained by the parent, for example registers under section 186, 190 of the Companies Act, 2013;
- viii. Identify the changes in the shareholding that might have taken place during the reporting period.

(c) Indications of Non-Compliance with Laws and Regulations: When the auditor becomes aware of the existence of, or information about, the following matters, it may be an indication of non-compliance with laws and regulations, possible areas or aspects to look out for forming an opinion are:

- Investigations by regulatory organisations and government departments or payment of fines or penalties.
- Payments for unspecified services or loans to consultants, related parties, employees or government employees.
- Sales commissions or agent's fees that appear excessive in relation to those ordinarily paid by the entity or in its industry or to the services actually received.
- Purchasing at prices significantly above or below market price.
- Unusual payments in cash, purchases in the form of cashiers' cheques payable to bearer or transfers to numbered bank accounts.
- Unusual payments towards legal and retainership fees.
- Unusual transactions with companies registered in tax havens.
- Payments for goods or services made other than to the country from which the goods or services originated.
- Payments without proper exchange control documentation.
- Existence of an information system which fails, whether by design or by accident, to provide an adequate audit trail or sufficient evidence.
- Unauthorised transactions or improperly recorded transactions.
- Adverse media comment.

Or

(c) Eligibility to be a Reviewer:

1. A Peer Reviewer shall: -
 - (a) Shall be a member in practice with at least 10 years of experience for Level I entities and 7 years of experience for Level II entities.
 - (b) In case a member has moved from industry to practice and is currently in practice he should have at least 15 years of experience in industry and at least 5 years' experience in practice for Level I entities and an experience of at least 10 years in

industry and at least 3 years' experience in practice, for Level II entities.

- (c) Should have undergone the requisite training and cleared the requisite test for Peer Review as prescribed by the Board.
 - (d) Should have conducted audit of Level I Entities for at least 7 years or got his entity audited for at least 7 years which should be a Level I entity to be eligible for conducting Peer Review of Level I Entities.
2. A member on being appointed as a Reviewer shall be required to -
- (a) furnish a declaration as prescribed by the Board, at the time of acceptance of Peer Review appointment.
 - (b) sign a Declaration of Confidentiality as per Annexure A to this Statement.
3. A member shall not be eligible for being appointed as a Reviewer, if -
- (i) any disciplinary action / proceeding is pending against him
 - (ii) he has been found guilty of professional or other misconduct by the Council or the Board of Discipline or the Disciplinary Committee at any time
 - (iii) he has been convicted by a competent court whether within or outside India, of an offence involving moral turpitude and punishable with imprisonment
 - (iv) he or his partners or personnel has any obligation or conflict of interest in the Practice Unit.
4. A Reviewer shall not accept any professional assignment from the Practice Unit for a period two years from the date of appointment. Further, he should not have accepted any professional assignment from the Practice Unit for a period of two years before the date of appointment as reviewer of that Practice Unit.