Specification of Competency Standards for the Retail Banking
Unit of Competency

Other Core Generic Competences > 10.3 Resources Management

Title	Expand existing resources pool
Code	107607L5
Range	Expand existing resources pool by introducing new resources. This applies to different kinds of tangible and intangible resources
Level	5
Credit	4
Competency	Performance Requirements 1. Identify needs for additional resources 　　Be able to: • Evaluate alternatives and / or substitute to explore whether it is possible to enhance the effectiveness of the unit • Evaluate the possibilities of re-prioritizing or streamlining tasks to judge whether the unit can meet the needs of urgent and important tasks by deploying existing resources • Analyse current and future requirements and resources allocation of different departments or units and identify what resources are required to enhance performance 2. Explore and bring in additional resources 　　Be able to: • Source for new resources and evaluate the return on investment to make decision on acquisition for new resources • Take responsibility and initiative to pull in new resources creatively in order to enhance performance of different operations and business units • Analyse new approaches of raising additional resources and encourage staff to bring in creative ideas 3. Demonstrate professionalism in changing the resources pool 　　Be able to: • Take steps to conduct thorough and reliable analysis in order to ensure all additional resources are justified
Assessment Criteria	The integral outcome requirements of this UoC are: • Sourcing and deployment of new or additional resources based on analysis on resources requirements of different units and the return on investment of different alternatives
Remark	