

**Specification of Competency Standards**  
**for the Banking Industry**  
**Unit of Competency**

Functional Area - 5. Internal Control and Compliance  
(Key Function – 5.1 Compliance Management)

Title	Develop compliance programmes to accommodate legal and regulatory requirements
Code	109320L5
Range	Development of various types of compliance programmes in order to enforce regulatory requirements. This applies to compliance with all regulations related to the banking industry and activities conducted in different areas of the bank.
Level	5
Credit	4 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <p>Be able to:</p> <ul style="list-style-type: none"> <li>• Demonstrate professional knowledge in banking law in order to identify the requirements of different regulations;</li> <li>• Understand the details of banking laws and regulations and apply the knowledge to evaluate affected policies or procedures and the level of compliance risks in order to customize the compliance programme to the unique situations of the bank.</li> </ul> <p>2. Applications</p> <p>Be able to:</p> <ul style="list-style-type: none"> <li>• Define the scope of compliance programmes according to the regulatory requirements, organizational structures / work division of the bank and objectives of the programmes;</li> <li>• Evaluate areas of high level of compliance risks, identify the possible means of breaching in order to develop the details of compliance programme;</li> <li>• Conduct detailed analysis on the probability and consequences of non-compliance in order to determine the types and degrees of measures to be adopted;</li> <li>• Liaise with different business and operation units to plan for measures in supporting compliance policies;</li> <li>• Develop enforcement framework; set a realistic and achievable target and timeframe for the programmes implementation;</li> <li>• Outline the detailed operation plan of the compliance programmes, e.g. delegation of authority, staffing, resource requirement, quality assurance plan, etc.</li> </ul> <p>3. Professional Behaviour and Attitude</p> <p>Be able to:</p> <ul style="list-style-type: none"> <li>• Develop suitable measures / programmes on meeting regulatory requirements based on an analysis on the bank's compliance strategies, existing risk level and level of complexity of the activities, etc.;</li> <li>• Assist in the development of an effective internal compliance culture by promoting the benefits of ethical business conducts.</li> </ul>
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Development of compliance programme and enforcement policies to ensure fulfilment of regulatory development. The development is based on an analysis on the regulatory requirements and level of compliance risks of the bank.</li> </ul>
Remark	