

Specification of Competency Standards
for the Banking Industry
Unit of Competency

Functional Area - 11. Other Generic Competencies
(Key Function – 11.3 Resources Management)

Title	Plan for resources allocation
Code	109595L5
Range	Developing the resources allocation plan of a particular business unit. This applies to arrangement of different kinds of tangible and intangible resources for different business units.
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"> • Understand the concepts and techniques of resource management by planning, deploying and reviewing resources to meet current and future needs of the business development; • Understand the current situation of different types of resources and rationale behind for its allocation; • Possess the knowledge on the relevant policies and procedures related to resources management. <p>2. Applications</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Identify the various resources needs of different business units; • Allocate resources according to the bank's strategies, relevant policies and procedures in order to achieve the bank's objectives and ensure optimal utilization; • Conduct resources utilization forecast and variance analysis for efficient and effective deployment of the bank's resources which include financial resources, inventory, work skills, information technology, equipment / facilities, space and so on. <p>3. Professional Behaviour and Attitude</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Facilitate sharing of resources where appropriate and to capture the views of stakeholders for better planning on resources allocation in the future; • Assess precisely and realistically the benefits and costs of different alternatives of allocation to ensure resources are optimally utilized.
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishing resources allocation plan of different kinds of resources which in alignment with the overall business targets of the bank, the roles of different departments and units, principles of cost effectiveness etc.
Remark	