

Specification of Competency Standards of the Insurance Industry

**Unit of Competency**

**Functional Area: Legal & Compliance**

Title	Assess performance of senior management
Code	105646L7
Range	This unit of competency is applicable to those who are responsible for assessing performance of senior personnel. It involves assessing roles and responsibilities of senior management against corporate governance objectives, as well as corporate development strategies.
Level	7
Credit	4 (for reference only)
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> <li>1. Possess knowledge in assessing performance of senior management <ul style="list-style-type: none"> <li>• Well versed with regulatory requirements in respect of the insurance industry, including all of the relevant ordinances and statutory regulations; guidance notes and circulars issued by the regulators; industry standards, guidelines and codes of practice issued by industry bodies</li> <li>• Comprehend company corporate governance policy</li> <li>• Alert to government public policy on corporate governance</li> <li>• Alert to global trends on corporate governance</li> <li>• Comprehend regulatory requirements on the composition of the board of directors (e.g, number of directors, independent directors, qualifications of directors, etc)</li> <li>• Comprehend corporate development strategies</li> <li>• Possess knowledge and skills in assessing performance of senior management</li> </ul> </li> <li>2. Assess performance of senior management <ul style="list-style-type: none"> <li>• Review composition of board of directors</li> <li>• Assess roles and responsibilities of senior management including chief executive officer and chairman against corporate development strategies</li> <li>• Assess responsibilities of senior management including chief executive officer and chairman against corporate development strategies</li> <li>• Appraise performance of senior management including chief executive officer and chairman against governance objectives</li> <li>• Assess effectiveness of specialized committees in assisting board of directors against governance objectives</li> <li>• Evaluate actual conformance to established guidelines (e.g. conflict of interest)</li> </ul> </li> <li>3. Ensure senior management support the implementation corporate governance objectives <ul style="list-style-type: none"> <li>• Conduct assessment and appraisal on performance and responsibilities of senior management against corporate development strategies</li> <li>• Evaluate the performance of specialized committees in assisting board of directors against governance objectives.</li> </ul> </li> </ol>
Assessment Criteria	<p>The integral outcome requirements of this unit of competency are:</p> <ul style="list-style-type: none"> <li>• Able to appraise performance of senior management against corporate governance objectives and development strategies</li> <li>• Able to assess effectiveness of specialized committees in assisting board of directors against governance objectives</li> <li>• Able to evaluate performance compliance to prescribed guidelines.</li> </ul>
Remark	This unit of competency is also applicable to general insurers, life insurers and broker.