

Training, Competence & Managing Expertise in a Regulated Environment

Including proposed RDR requirements (CP09/31)

24 March 2010

23 June 2010

28 September 2010

CISI, 8 Eastcheap, London EC3M 1AE

COURSE HIGHLIGHTS

Following this popular one-day course delegates will be able to:

- understand the Financial Services Authority's regulatory model and its high-level standards
- differentiate between learning and development good practice, regulatory training and competence (T&C), the approved persons' requirements and the proposed RDR retail regime
- identify the key elements of effective T&C provision in an outcomes-focused world
- recognise the contribution business-focused T&C can make towards commercial success
- understand the types of situation which can lead to enforcement action being taken against firms and individuals
- develop an action plan to appraise the firm's arrangements and enhance its practices and procedures

Visit cisi.org/trainingcompetence for the full course programme.

WHO SHOULD ATTEND

This one-day practical course is aimed at those in learning and development, HR, compliance and line management roles who are involved in the operation of the T&C arrangements within their firms.

COURSE DIRECTOR

Charles Cattell MCSI is a consultant and training practitioner with extensive human resource development expertise in the financial sector. He is a founding partner of the Cattelyst Consultancy, established in 1992. A competence and compliance consultancy, Cattelyst specialises in the people aspects of regulation and the management of behaviour risk.

During his career he has been principal of the Chartered Insurance Institute's College of Insurance, training and recruitment manager with Cazenove, director of the Insurance Industry Training Council and a management adviser to the financial services department of the Industrial Society.

“Very engaging, thought provoking, excellent delivery.”

Director, Hifx Plc

Training, Competence & Managing Expertise in a Regulated Environment

Start 9.30am

FSA AND REGULATORY EXPECTATIONS OF TRAINING & COMPLIANCE (T&C)

- T&C in the front and back offices
- The Approved Persons Regime and T&C
- Using T&C to manage people risk
- T&C in retail and non-retail environments
- T&C, TCF culture and outcomes-focused regulation
- The impact of RDR on T&C arrangements

T&C VERSUS LEARNING AND DEVELOPMENT (L&D)

- Training as a competitive investment and understanding the needs of the business
- Overview of L&D good practice, and L&D compared with regulatory T&C

CONTROLLED FUNCTIONS AND THE APPROVED PERSONS REGIME

- Significant influence and customer functions
- Fitness and propriety
- Principles of Approved Persons

THE APPROVED PERSONS CODE

- Practical implications of the Code in relation to T&C
- The role of the code in managing people risk

T&C SCHEME ARCHITECTURE

- Influencing the T&C culture within the firm and the scope of T&C
- Responsibilities and accountabilities for securing expertise
- Documenting, learning and assessment procedures

RECRUITMENT AND INDUCTION CONSIDERATIONS

- Determining initial development needs, referencing qualifications and prior learning

DEVELOPING AND ASSESSING COMPETENCE

- Defining, developing and delivering competence
- Verifying skills, knowledge and expertise
- Competence and compliance
- The benefits and limitations of ‘appropriate’ and ‘recommended’ examinations

MANAGING PERFORMANCE

- Supervision, monitoring and the role of MI
- Levels and intensity of supervision, performance review and appraisal

MAINTAINING AND ENHANCING COMPETENCE AND EXPERTISE

- Competence maintenance and identifying development needs
- Further development T&C continuing professional development (CPD)
- New activities and role expansion

RECORDS AND RECORD KEEPING

- T&C MI and effectiveness indicators

WHEN THINGS GO WRONG

- FSA’s evolving approach towards enforcement, and enforcement case examples

ACTION PLANNING

Finish 5pm

The CISI and the FSA's Retail Distribution Review (RDR)

Under the RDR, the FSA proposes to introduce compulsory CPD for all retail advisers to assist in achieving ongoing competence. It suggests that a minimum of 35 hours' CPD must be completed on an annual basis (or 100 hours over a three-year period) and that such activities should be recorded.

The FSA has proposed as a guide that the CPD should comprise of 60-70% structured learning which equates to 21 - 24.5 hours. Attendance at courses such as this one are activities accepted as part of structured learning.

Delegates who attend any CISI professional training course or conference will earn CPD hours, and Institute members will have these automatically added to their personalised CISI CPD log, which also recommends 35 hours on an annual basis.

Please see cisi.org/rdr for further information.

Venue Details

The Chartered Institute for Securities & Investment
8 Eastcheap, London EC3M 1AE
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cisi.org
Nearest Tube Station: Monument

To Register

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